



Stock Code: 1928

ENVIRONMENTAL
SOCIAL AND
GOVERNANCE
REPORT

2024



This ESG Report is printed on
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SANDS CHINA IN 2024

Named to the Dow Jones Sustainability Indices (DJSI), including DJSI World for the third consecutive year and DJSI Asia Pacific for the fourth consecutive year in 2024¹

Ranked Top 1% for ESG Performance in both the China edition and Global edition of the S&P Global Sustainability Yearbook 2024

Obtained ISO 14001 Environmental Management System Certification for all properties in Macao

Earned 'Prime Status' and 'B Rating' in the ISS ESG Corporate Rating

Earned ESG Special Mention in the Hang Seng Index Category of the HKICPA 2024 Best Corporate Governance and ESG Awards

Achieved MSCI ESG rating of A

Included in the FTSE4Good Index Series

Earned five Top 10 rankings in the Business Sustainability Indices determined by the Chinese University of Hong Kong Business School, with the additional distinction of being named an 'Exemplar' in all the indices for the first time

As of 2024, all Sands China hotels have been awarded Macao Green Hotel Gold Awards

Continued providing disclosures to CDP, the gold standard of environmental reporting, earning A- score for CDP Climate Change

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Unless otherwise indicated, capitalized terms used but not defined herein shall have the meaning ascribed to them in our 2024 Annual Report. In case of any inconsistency between the English version and the Chinese version, the English version shall prevail.

¹ DJSI launched in 1999 as the first global sustainability benchmark and tracks the stock performance of the world's leading companies in terms of economic, environmental and social criteria. Sands China is one of only two integrated resort operators named in the DJSI World for 2024, alongside parent company Las Vegas Sands Corp. (LVS). It is also the only integrated resort operator listed in the DJSI Asia Pacific.

MESSAGE FROM OUR CEO, PRESIDENT AND EXECUTIVE DIRECTOR



Dear Stakeholders,

I am pleased to present the Sands China 2024 Environmental, Social and Governance (ESG) Report, highlighting our ESG commitments and achievements during the year.

In 2024, we celebrated Sands Macao's 20th anniversary, marking not only its success, but also two decades of continued expansion to five world-

class properties comprising approximately US\$17 billion in investments — establishing Sands China as the largest integrated resort operator in Macao.

We continue to invest significantly in Macao as a global tourism destination by enhancing our assets. Redevelopments last year included bringing Marriott International's first Luxury Collection Hotel to Macao with the opening of The Londoner Grand at The Londoner Macao, presenting the unparalleled charm of British living with Macao's rich culture. We also reopened The Venetian Arena, formerly the Cotai Arena, at The Venetian Macao after renovating and upgrading the venue to incorporate state-of-the-art amenities.

At the heart of our organization lies a strong commitment to the three key pillars of our corporate responsibility platform: People, Community, and Planet. We have established a number of targets to drive progress and create sustainable impact, including a flagship ambition for each ESG pillar. After completing year four of the 2021–2025 ESG reporting cycle, we are pleased with the progress on these ambitions, as well as on our other targets.

Recognition and Accolades

Our diligence and dedication once again earned us remarkable recognition in the field of ESG. We earned a Top 1% ranking in both the China and Global editions of the 2024 S&P Global Sustainability Yearbook. Additionally, we were again named to the Dow Jones Sustainability Indices (DJSI), securing a spot on the DJSI World for the third consecutive year and the DJSI Asia Pacific for the fourth consecutive year.

We were awarded an "ESG Special Mention" in the Hang Seng Index Category by the Hong Kong Institute of Certified Public Accountants in the 2024 Best Corporate Governance and ESG Awards. We also celebrated a significant milestone in the Hong Kong Business Sustainability Indices (HKBSI) from the Chinese University of Hong Kong Business School, achieving five Top 10 rankings across various categories. We were ranked at the Exemplar level — the highest possible — for the first time in all indices.

Key 2024 Achievements

In 2024, we delivered 2.3 million hours of workforce training, bringing our total to 8.6 million hours, exceeding our 2025 target of 7 million hours. Our progress toward this target under our People pillar reflects the deep commitment we have to developing and advancing our team members, investing in Macao's hospitality talent, and working with our community to ensure job skills and career development training opportunities for the local workforce.

We also exceeded our Community pillar ambition of contributing 200,000 team member volunteer hours to local community service organizations this year. In 2024, our team members logged 17,761 volunteer hours for a total of 205,154 since 2021. Our culture of volunteerism is evidenced in one milestone we celebrated in 2024: our Sands Cares Ambassadors marked 15 years of community service.

Under our Planet pillar, we continued to perform ahead of our science-based 17.5% emissions reduction target by achieving a 60% reduction in our scope 1 and 2 emissions from a 2018 base year. We also outlined a new target of a 30% reduction in scope 1 and 2 emissions by the end of 2025 and we are publishing our first low-carbon transition plan in this report. The new target complements our existing SBTi-validated 17.5% emission-reduction target by aligning with the 1.5°C temperature goal of the Paris Agreement.

Beyond our overarching ambitions, we performed well on several specific sustainability targets. In 2024, potable water use remained below our 2019 base year and above our 3% intensity-reduction target. In our quest to continually increase sustainable sourcing and product use, we maintained our target of ensuring that 100% of Sands China-branded water bottles are reusable or made from sustainable materials and we moved ahead in transitioning to cage-free eggs in all of our owned and operated restaurants.

As a testament to our sustainability excellence, all five of our Macao properties obtained ISO 14001 Environmental Management System (EMS) certification in 2024.

We also invested in key programs to promote the culture and heritage of our region. Sands China's Community Revitalization Program has been answering the Macao government's call to revitalize historic districts. In 2024, we funded innovative business proposals from Macao entrepreneurs, combining our priority on community revitalization with our commitment to helping local businesses succeed. This win-win program represents the unique entrepreneurial spirit that our Company brings to our region.

In alignment with our commitment to supporting local small and medium enterprises (SMEs), Sands China has actively participated in initiatives that promote technological innovation and cultural revitalization. This year, we spearheaded the Macao Technological Innovation Exploration in Lisbon for 17 Macao Economic and Technological Development Bureau (DSED)-certified businesses, underscoring our dedication to smart tourism and the advancement of high-tech industries in Macao.

Furthermore, we remain committed to promoting a safe and responsible gaming environment for our guests. In 2024, Sands Macao received Responsible Gaming Indicator Accreditation, joining its sister properties on the Cotai Strip.

As we closed out 2024, we also announced a multi-year collaboration with the National Basketball Association (NBA) to bring The NBA China Games to Macao in 2025. This collaboration supports the local government's efforts to introduce major sports events in promoting the city as an international tourism destination and a 'City of Sports'.

The Future

We are diligently focused on closing out our 2021–2025 reporting cycle with a firm eye on reaching or exceeding our targets, paving the way for 2030 and ensuring that our ESG priorities on sustainable action, progress and transparency remain paramount in all facets of our resort operations, business units and new developments. Our unwavering commitment to meeting stakeholder expectations is steadfast, and we aim to lead the charge in ESG transparency and reporting. Our goal is to not only comply with regulatory requirements, but also to establish a benchmark for excellence in ESG practices as we move forward.

On behalf of the Board of Directors and our management team, I invite you to read on to examine our efforts to enhance Macao's appeal as a place to live, work, and visit in our commitment to sustainability in 2024. We value your support, engagement, and partnership as we look ahead. Thank you for being an important part of our ongoing story.

GRANT CHUM

CEO, President and Executive Director of Sands China Ltd.

WHO WE ARE

With a portfolio of iconic properties, Sands China Ltd. ("Sands China" or the "Company"), a subsidiary of Las Vegas Sands Corp. ("LVS") (NYSE: LVS), is the leading developer, owner and operator of integrated resorts and casinos in Macao. Our properties feature richly diverse and compelling offerings, including luxury accommodation, a wide array of entertainment attractions and state-of-the-art meeting and convention facilities.

Our resorts in Macao attract millions of visitors annually, sustain thousands of jobs, provide financial opportunities for local businesses and invest significant resources in keeping our community strong.

Sands China Ltd. was incorporated in the Cayman Islands on July 15, 2009, the Shares of which are listed on the Main Board of the Stock Exchange¹. For the purposes of this report, "Sands China", "SCL", "Company", "we", "us", or "our" includes all of the Company's subsidiaries, except where the context otherwise requires. In contexts related to gaming operations or the Concession, "we", "us", or "our" refers specifically to Venetian Macau Limited, a subsidiary of Sands China Ltd.

OUR PURPOSE

Create positive impact by attracting valuable leisure and business tourism, contributing economic benefits to our community and making our region an ideal place to live, work and visit

OUR MISSION

Develop and operate iconic integrated resorts that drive leisure and business tourism through sustainable business practices

OUR VALUES

- Dedication to impeccable service
- Excellence in business performance
- Innovation by challenging conventional thinking in the hospitality industry
- Fairness, honesty and a strong code of ethics
- Sustainability for People, Community and Planet

US\$7.08B

Total net revenues

5

Properties

27,248

Team members

10,829

Hotel rooms and suites²

1.6M

Sq. ft. of MICE space

154

Restaurants

2.1M

Sq. ft. of retail malls

25,351

Entertainment seats

Macao
5 properties

¹ "Stock Exchange" refers to The Stock Exchange of Hong Kong Limited.

² Including 323 Paiza Suites and 19 Paiza Mansions.

³ Includes assistant managers and above.

90%Local Management³**53%**Workforce with 10
years of service**2.3M**Hours invested
in team member
development**US\$1.6B**Spent with SMEs and
local business**US\$68M**

Sustainable spending

US\$7.8MInvestment in energy
efficiency projects**US\$2.7B**

Gaming tax paid

US\$1.6M

Charitable giving

17,761Hours of volunteer
service to the
community

VALUE CREATION

Sands China has attracted valuable leisure and business travel to our community, generating significant economic benefit through tourism revenue and jobs, and business opportunities for local suppliers and small and medium enterprises. These contributions are further strengthened by an unwavering commitment to the pillars of our corporate responsibility strategy – helping our People thrive, keeping our Community strong and protecting our Planet.



PLANET

We work to minimize our impact on the environment with a deep commitment to diligent stewardship of natural resources and preservation of local ecosystems.



PEOPLE

We create a pathway to prosperity with stable jobs, a roadmap for advancement and opportunities for business success. We deliver value to our guests through amazing travel experiences, impeccable service and a welcoming environment for all.



COMMUNITY

We help build a foundation for economic strength and vitality in our region through philanthropic investments, capacity-building programs and volunteer resources.



OUR STRATEGY

Our corporate responsibility platform represents the unique approach we take in addressing ESG issues most material to our business, community and key stakeholders.

With defined strategies supporting each platform pillar, we are firmly dedicated to being an ESG leader committed to our People, Community and Planet.

Environment

We protect the **Planet** by minimizing environmental impact.

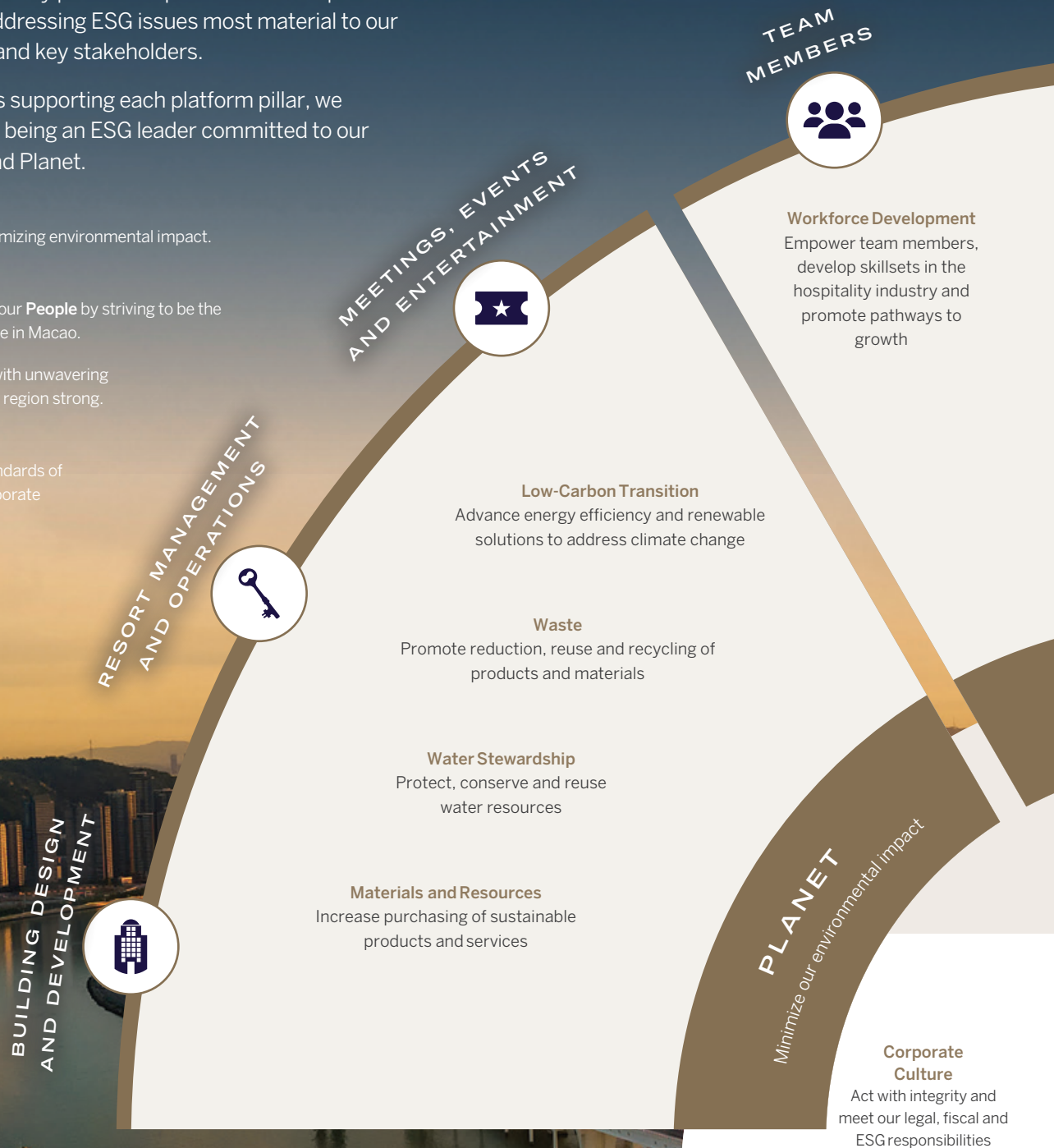
Social

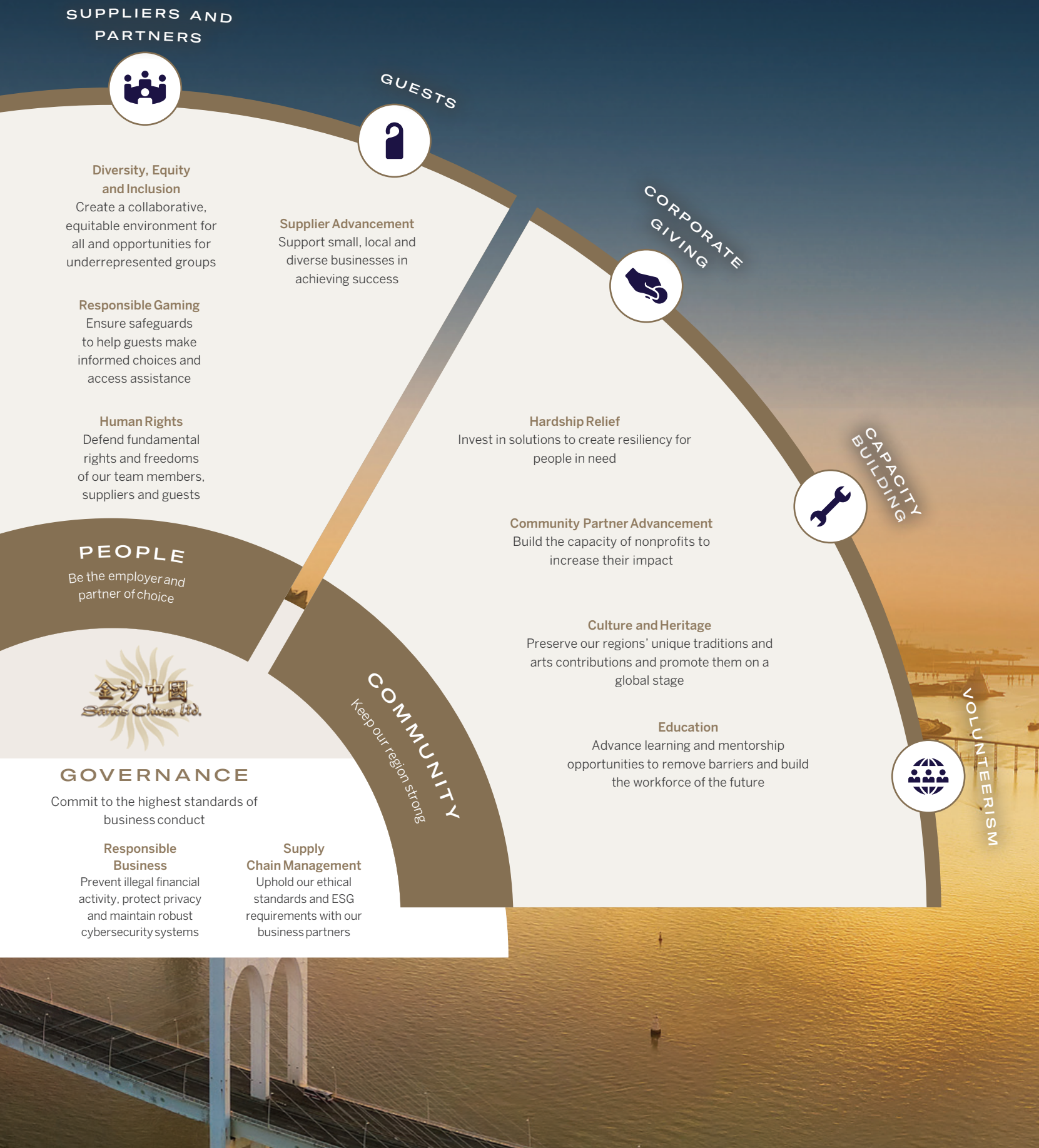
We promote the well-being of our **People** by striving to be the employer and partner of choice in Macao.

We support our **Community** with unwavering dedication to helping keep our region strong.

Governance

We commit to the highest standards of professional conduct and corporate governance.





OUR PERFORMANCE

Measuring and reporting ESG performance is a crucial element of our strategy. As we reach the final year of our reporting cycle, we are closely monitoring our progress thus far, ensuring we uphold our commitments and address any shortcomings as necessary. Our performance and historical trends in this report reflect our 2024 portfolio, which comprised the operation of our five properties.

At the close of 2024, we exceeded our 2025 targets for delivering 7 million training hours in workforce development and contributing 200,000 team member volunteer hours to local community service organizations since 2021. In addition, we continued to meet our targets for representation of women in management of achieving 45% of total management and 47% of junior management.

Under the Planet pillar, we continued to perform ahead our science-based 17.5% emissions reduction target and outlined a new target of a 30% reduction in scope 1 and 2 emissions by the end of 2025, aligning with the 1.5°C temperature goal of the Paris Agreement.

Additionally, our water use remained below our 2019 base year, exceeding our 3% reduction target. Our food waste rate for prevention, rescue and diversion held firm despite increased levels of visitation this past year. However, we still lag in areas such as reducing plastic water bottles and we will focus on achieving this target by end of 2025.

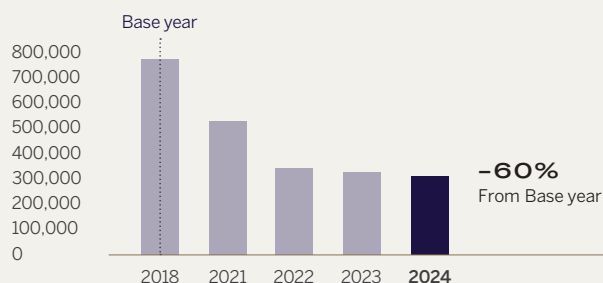
2025 PILLAR AMBITIONS

PLANET



Absolute Emissions, Scope 1 and 2 (MT¹ CO₂e)

2025 Target: 17.5% ↓ in emissions from 2018

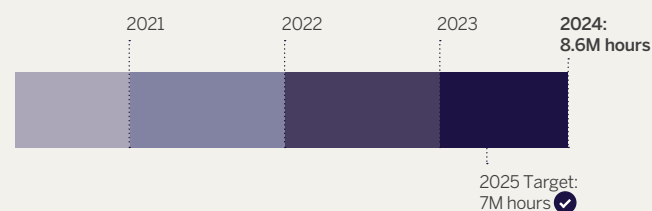


PEOPLE



Workforce Development

2025 Target: 7 million hours in workforce development training²



COMMUNITY



Volunteer Hours

2025 Target: 200,000 volunteer hours³



¹ MT refers to metric tons; 1,000 kg of CO₂e

² Including hotel partners.

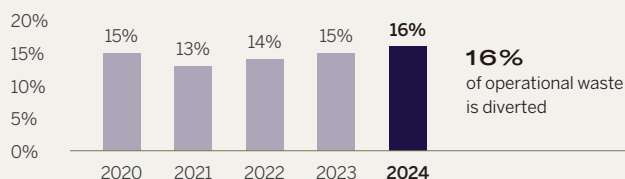
³ In 2023, we restated and increased our volunteer hours goal due to significant COVID-19-related Macao volunteer contributions since 2021.

2025 TARGETS

ENVIRONMENT

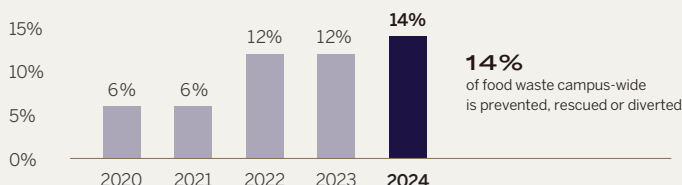
Waste Diversion

2025 Target: Increase in operational diversion rate to 20%



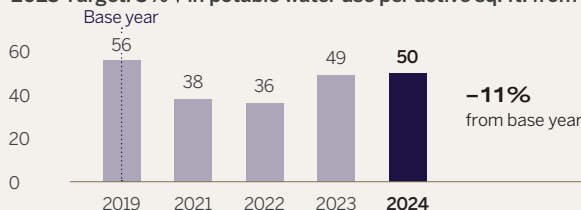
Food Waste Diversion (Campus-wide)

2025 Target: 12% of food waste campus wide is prevented, rescued or diverted



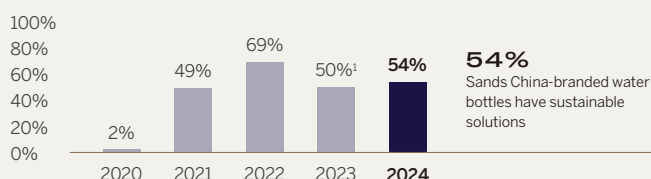
Water Use

2025 Target: 3% ↓ in potable water use per active sq. ft. from 2019



Plastic and Packaging

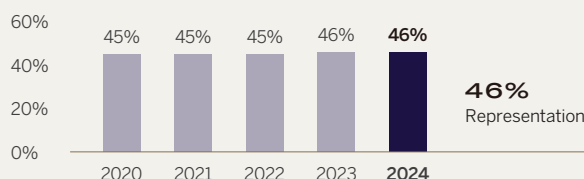
2025 Target: 100% Sands China-branded water bottles are reusable or made from sustainable materials



SOCIAL

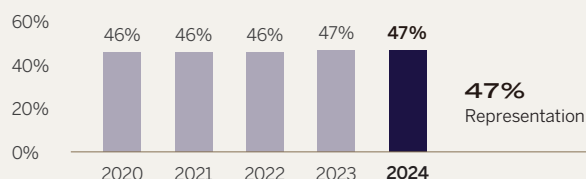
Representation of Women in Management²

2025 Target: 45% representation of women



Representation of Women in Junior Management³

2025 Target: 47% representation of women



GOVERNANCE

2024 Board Representation

8 Board Members



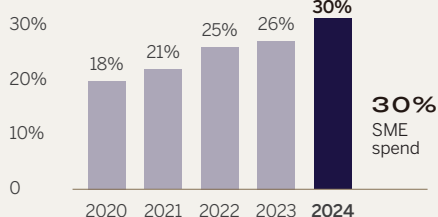
4 Independent Directors (50%)



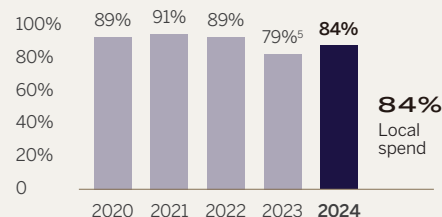
1 Director who is a woman (13%)



Spend with SMEs in Macao



Spend with Local Suppliers⁴



¹ The percentage of Sands China-branded water bottles made from sustainable materials decreased in 2023 due to an influx of casino customers after relief of boarder restrictions as the COVID-19 Pandemic ended.

² Includes managers, directors, vice presidents and above.

³ Includes assistant manager to senior manager positions.

⁴ Local is defined by region as Macao.

⁵ As COVID-19-related restrictions were eased, spending with local suppliers returned to pre-pandemic (i.e. 2019) levels.

ENVIRONMENT



PLANET

Minimizing the environmental impact of our properties is a cornerstone of our commitment to sustainable business. The Sands ECO360 global sustainability program guides our efforts to ensure environmental responsibility throughout the life cycle of our developments by spearheading conservation practices, eco-friendly initiatives and innovative solutions.



PLANET


We address the key environmental topics identified through our materiality assessment in all aspects of our business – design and construction, operating our properties on an ongoing basis and working with our clients on events in our resorts. In each of these areas, we integrate sustainable initiatives in the areas of low-carbon transition, waste, water stewardship, and materials and resources. In addition, we are refining our approach to protecting biodiversity as practices, priorities and desired outcomes evolve.

AREAS OF FOCUS



Building Design and Development

We incorporate environmentally conscious features, technologies and processes from the ground up to ensure we preserve resources and mitigate harm to the local ecology.



Resort Management and Operations

We aim for continuous improvement in sustainability throughout our resorts' life cycles, with ongoing enhancement of our processes and integration of new technologies and best practices.



Meetings, Events and Entertainment

We curate experiences with environmental responsibility, attendee wellness and community impact in mind through a holistic approach that covers every step of our client engagements.

MATERIAL TOPICS



Low-Carbon Transition

Advance energy efficiency and renewable solutions to address climate change



Waste

Promote reduction, reuse and recycling of products and materials



Water Stewardship

Protect, conserve and reuse water resources



Materials and Resources

Increase purchasing of sustainable products and services



Biodiversity¹

Reduce deforestation, protect marine environments and preserve natural ecology



UN SDG ALIGNMENT



Clean Water and Sanitation



Affordable and Clean Energy



Responsible Consumption and Production



Life Below Water

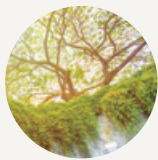
¹ Biodiversity is an emerging topic that has previously has been addressed under other material topics; we are in the process of formulating our approach for incorporation into our Planet pillar.

APPROACH

To achieve our overarching commitment to protecting the planet, we have developed a set of strategic and systematic initiatives that guide progress on our priority topics. We designed these actions to minimize environmental impact, preserve natural resources and integrate sustainable performance into all aspects of our business.



PROGRAMS



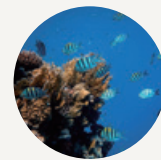
SANDS ECO360

The Sands ECO360 global sustainability program guides our efforts to minimize environmental impacts and promote sustainable practices.



SANDS CHINA ECOTRACKER

Our internal project management tool tracks the progress of efficiency and optimization projects against our Sands ECO360 goals.



THE DROP BY DROP PROJECT


This initiative provides investments to advance water stewardship and conservation programs in our local community.

LOW-CARBON TRANSITION


Reducing our climate impact in line with the United Nations Paris Agreement is one of our top environmental priorities. To achieve our emissions-reduction goals, we have developed a comprehensive set of initiatives in energy efficiency, renewable energy and conversion to low-emissions vehicles.

AT A GLANCE

PILLAR

 Planet

APPROACH

 Low-Carbon Transition

- Energy Efficiency**
Deploy energy conservation projects and innovative technologies
- Renewable Energy**
Utilize on-site and off-site renewable energy generation and energy attribute certificates (EACs)
- Transportation**
Transition to low-emission vehicles and expand electric vehicle (EV) charging infrastructure

2025 TARGETS

30%

1.5°C aligned

17.5%

Well-below 2°C aligned, SBTi-validated

Scope 1 and 2 emissions reduction from a 2018 base year

2024 PERFORMANCE

60%

Reduction from base year

Achieved

In 2024, we reduced our scope 1 and 2 emissions by 60% from the 2018 base year, which was driven by continuing purchase of energy attribute certificates (EACs). Following the publishing of Las Vegas Sands' first low-carbon transition plan in 2024, Sands China integrated its own transition plan into the appendices of this ESG report (refer

to pages 57-64) and will provide updates annually as appropriate. The plan outlines a new emission-reduction target, which complements our existing SBTi-validated 17.5% emission reduction target and is aligned with the Paris Agreement to limit temperature increase to 1.5°C.

Accomplishments

Energy Efficiency: Last year, we continued to identify and drive energy efficiency projects through the Sands China ECOTracker program, which manages and optimizes initiatives across our properties. We completed 17 projects that reduced energy consumption by 13,848 MWh and netted US\$2 million in estimated annual energy savings.

To achieve these results, efforts included replacing certain refrigerants at The Londoner Macao's chiller plant with lower-emission alternatives. Sands China conducted a series of operational projects that automated and adjusted various resort systems to better match energy needs and drive savings. For example, the Company optimized fan controls in car parks, lobbies and back-of-house areas to reduce fan runtimes, which required limited capital investment to improve energy efficiency.

Sands China also conducted energy audits across its five properties and identified 80 energy saving opportunities, ranging from simple, short-term projects with immediate returns to complex, capital-intensive projects with significant energy savings. An extensive metering assessment was conducted to further enhance monitoring and reporting of our energy use. We continue to replace florescent and other lighting with LED products and primarily focused on remaining hard-to-replace locations in 2024, since most lighting sources have been transitioned.

This year, Sands Macao and The Londoner Macao won the 1st runner-up and 2nd runner-up respectively in the "Macau Energy Activity 2024" Hotel Group B category, further demonstrating a collective dedication to minimizing environmental impact and promoting responsible energy use.

Renewable Energy: We actively engage in renewable energy projects through purchasing renewable attribute certificates such as EACs to

reduce greenhouse gas emissions. In addition, we engage with local utility provider to advance renewable energy efforts in Macao. In 2024, 33% of our energy came from renewable energy sources, an increase from 6% in 2021, including 370,000 MWh of renewable attribute certificates procured. We initiated efforts to study the feasibility of installing PV panels on The Venetian Macao's meeting and convention center rooftop to determine if solar energy can be used for electric bus and car charging stations, as well as back-of-house equipment rooms. Work continues in 2025.

We also made remarkable progress in achieving carbon neutrality across our venues. At the 2024 Macao International Environmental Co-operation Forum & Exhibition (MIECF), four parties, including Sands China collaborated together to purchase 550 metric tons of carbon offsets for the 2024 MIECF to support carbon neutrality. Furthermore, all convention and exhibition spaces within Sands China properties have achieved carbon neutral status in 2024 with the purchase of 2,700 metric tons of carbon offsets and corresponding renewable energy certificates, leading the way in sustainable practices within the meeting, incentives, conferences and exhibitions (MICE).

Transportation: As part of our ongoing transition to alternative fuel vehicles, Sands China added 10 electric limousines in 2024. Moreover, EV charger stations were installed at both guest parking and team member parking. Currently, we have 60 EV chargers installed in our properties. In 2024, we further enhanced the paperless parking system by developing online application functions such as e-settlement and e-payment kiosks, which helped us to significantly reduce paper usage. We continued the Sands ECO360 Carbon Neutral Program, which enables passengers to purchase carbon offsets at our Cotai Water Jet ferry ticketing counters to offset the carbon footprint resulting from their trips. On the first day of each month, starting on July 1, 2024 through December 1, 2024 the Company makes contributions to the Sands ECO360 Carbon Neutral Program on behalf of each passenger who purchases or redeems Cotai Water Jet ferry tickets, to promote a greener future and to raise public awareness about carbon neutrality. Additionally, Sands China purchased 1,900 metric tons of carbon offsets, of which 500 metric tons were from mangrove protection and restoration - a blue carbon source, by means of which carbon dioxide is captured and stored in the ocean and coastal ecosystems.





COLLABORATING FOR SUSTAINABILITY SUCCESS

To achieve our sustainability goals, numerous departments within our Company must align our interests and work closely together. We would not make progress in reducing our impact on the environment without the efforts of all team members. As the primary shepherd of environmental responsibility, the Sands ECO360 team cultivates partnerships in every facet of the business, establishing a mechanism for monitoring sustainability due diligence practices.

Environmental Management System: Our comprehensive Environmental Management System (EMS) is the foundation for how the Sands ECO360 team works throughout the Company.

The EMS enables the team to identify the environmental impact of our operations, establish priorities, set performance goals and initiate projects to drive continuous improvement. This systematic framework provides the linkage for managing environmental impact while improving operational controls, identifying cost savings and reducing compliance risk.

Using the EMS, the Sands ECO360 team employs a Plan, Do, Check, Act model that emphasizes continual improvement in building design and development, ongoing operations, and meetings and events – as well as for our priorities in low-carbon transition, water stewardship, materials and resources, and waste.

With this intelligence and infrastructure, the Sands ECO360 team engages with departments, such as development, facilities, food and beverage operations, and procurement, that are critical to implementing our environmental plans. The team also works closely with groups, such as housekeeping, stewarding, meeting services and banquets, that can have significant impact on sustainability performance.

A testament to the system's excellence, our five properties in Macao obtained ISO 14001 EMS certification in 2024.

Sustainable Development: When developing new properties or renovating existing resorts, the Sands ECO360, Property and Asset Management teams co-create plans that meet both business and environmental goals. For example, we evaluate sustainability factors along with business considerations for assets reaching end of life or planned replacement to drive new efficiencies in areas such as energy and water use.

In 2024, we took an additional step to better integrate our sustainable goals with the development of our properties by introducing the Sands Engineering and Sustainable Development Standards (SESDS), which were formed over nine months of collaboration among the Sands Engineering and Asset Management team, Facilities management, and Sands ECO360.

The SESDS combine engineering and sustainable development standards protocols into a single, comprehensive approach and outlines the minimum engineering and sustainability standards required for engineering design, selection, installation, construction and project delivery, as well as construction waste management and buildings materials selection. These standards apply to new construction as well as renovation projects globally and have been incorporated into our engineering consultancy contracts.

Sands China ECOTracker: The Sands China ECOTracker program provides a framework to integrate sustainable criteria for planning capital expenditures, managing energy and water efficiency projects, and defining pathways for investments in innovative solutions to yield environmental benefits in our Company.

The success of this program relies on close collaboration between the Facilities, Sands Engineering and the Sands ECO360 teams, which combine their areas of expertise to find opportunities for energy and water use improvements.

Each project evaluated through the Sands China ECOTracker program undergoes a robust due diligence process to ensure it can deliver the expected sustainability benefits, is in line with our priorities and will contribute to reaching our environmental goals. Upon project completion, the Sands Engineering team conducts validation exercises to confirm that anticipated energy or water savings have been realized.

This program would not be successful without the Sands Engineering team's diligence in identifying and implementing innovation solutions that achieve our goals.

Certified Sustainability Success: The fruits of these multifaceted collaborations are evidenced in the number of sustainability certifications we have achieved at our properties.

In 2024, The Parisian Macao, The Venetian Macao, and Four Seasons Hotel Macao, earned the prestigious Macao Green Hotel Gold Award. All Sands China hotels are now Green Hotel Gold Awards recipients.


Furthermore, The Parisian Macao obtained LEED Silver certification for Building Design and Construction.

WASTE


Managing waste is a critical component of our overall commitment to resource conservation, and we prioritize reducing our largest waste streams in the areas of food service, operations and construction. Our approach involves waste prevention, process management and ongoing education.

AT A GLANCE

PILLAR

 Planet

APPROACH

 Waste

- Food Waste**
Prevent, rescue and divert food from the general waste stream
- Operational Waste**
Reduce waste generation and recycle when possible
- Construction Waste**
Responsibly manage waste from new developments, remodels and renovations

2025 TARGETS

Food waste diversion (campus-wide)

12%

Increase operational diversion rate to

20%

2024 PERFORMANCE

14%

of food waste campus wide is prevented, rescued or diverted

Achieved

16%

Operational waste is diverted

On track

Accomplishments

With increased visitation this past year, operational waste volumes grew correspondingly, but our diversion rates held firm. In 2024, we diverted 16% of our operational waste, and our food waste prevention, rescue and diversion rate increased to 14%.

Operational Waste: We maximize our recycling performance through ongoing monitoring to ensure processes are working effectively and diversion levels remain robust. In 2024, waste audit findings at Sands Macao led to working with housekeeping to ensure plastic bottles were properly sorted in all casino cleaning shifts, training staff responsible for

cleaning public areas and hotel rooms on proper recycling processes, and educating food and beverage teams about recycling separation, which included updating bin bag colors for proper sorting. Sands Macao also upgraded loading dock materials and processes for better separation.

Recycling used playing cards is a key operational waste priority. In 2024, our resorts were able to increase recycling to 21% of all used playing cards, with plans to recycle 50% to 70% in 2025.

Sands China reinstated its transplanting program for used flowers and greenery, which enables team members to re-home used landscaping and decorative botanicals. Previously discontinued during the pandemic, the program prevents more than 1,500 plants in 2024 from going to landfill.

Finally, we worked closely with retail and restaurant tenants to ensure they maintained proper operational waste procedures. Sands China determined that many tenants had challenges separating recyclables and conducted educational training sessions to improve processes. The Company worked with The Londoner Macao's food court management to create a recycling corner and increase separation.

Construction Waste: With continued resort renovation, managing construction waste was a top priority. At The Londoner Macao, the resort's ongoing transformation focused on room updates in one hotel tower and repositioning the Sheraton Grand Macao as Londoner Grand.



Meticulously Managing Renovation Waste

One of our major renovation programs in 2024 was conversion of the Sheraton Grand Macao to The Londoner Grand, affecting 4,000 hotel rooms. The Company employed a three-part strategy to manage the large volume of renovation waste: repurposing hotel room items for internal use, supporting nongovernmental organizations with furniture donations and providing leftover furniture to liquidators. After internal redeployment, Sands China donated 597 hotel room pieces to three local charities. The company also offered around 24,000 hotel room items such as clothes hangers, decorations, scales, tissues boxes and laundry baskets – approximately 10,000 kg of material – for donation at the annual Sands Shopping Carnival.



COLLABORATING TO OVERCOME WASTE CHALLENGES THROUGH RECYCLING

We continue to communicate our sustainability practices around waste management and obtain feedback from stakeholders to improve our sustainability strategy. Sands China Retailer Sustainability Training program is designed to equip our retail and food and beverage shops with comprehensive sustainability training. This program aims at introducing our Sands ECO360 Global Sustainability Strategy, as well as how retail shops could cooperate with our sustainability initiatives, apply waste recycling guidelines, benefiting from resource recycling.

Retailer participants that attended our sessions had the opportunity to learn and support Sands China's recommendations on waste management. Retailer participants took part in an interactive recycling sorting game, enhancing their recycling practices in a fun and educational way. In 2024, we saw participation from more than 100 retailer practitioners and 30 shops for the second consecutive year.

Additionally, in partnership with the Macao Environmental Protection Bureau (DSPB), we organized various tailored recycling initiatives for guests and team members. These activities focused on seasonal items like mooncake boxes and Chinese New Year red packets. Across all our properties, we successfully collected 60 kg of mooncake boxes and around 230 kg of red packets for recycling.

Food Waste: As one of our most significant waste streams, reducing, reusing and recycling food waste is a top priority. In 2024, Sands China met its target of diverting 14% of food waste from incineration. To achieve this progress, Sands China increased weekly food donations to the Macao ECOconscious Community Fridge Program and added the Association of Rehabilitation of Drug Abusers of Macau as a donation outlet.

One of the first steps in diverting food waste from landfill is segregating organic materials from the general waste stream. As a result of food waste audits, Sands China pursued several avenues to properly segregate waste, including expanding collection systems to capture plate waste, setting up new food waste bins and conducting food waste education and engagement.

We also employ systems, processes and technologies to help food and beverage outlets drive improvements. In 2024, Sands China completed food waste audits for nine company-

owned restaurants at The Parisian Macao and 14 restaurants at The Londoner Macao to understand performance at a more granular level. Artificial intelligence (AI) and smart waste tools are key assets for monitoring food waste. Our resort kitchens employ Winnow AI systems to reduce overproduction. In 2024, we installed one additional Winnow system at The Parisian Macao's Le Buffet, which achieved a 75% food waste reduction in 2024. Currently, we have 9 Winnow systems installed at our resort kitchens.

To treat segregated food waste and avoid landfill, we employ food digesters that process organic waste for sustainable disposal. In 2024, The Venetian Macao upgraded a food digester to better accommodate hard-to-digest organic waste, enabling plate waste to go into the system. After training team members on proper food handling, the digester increased production by 420kg per day. We also tested a dewatering machine in The Parisian Macao's food court trash area, which also reduced weight of food waste by 50%.

Finally, we continued our quarterly plate waste challenge among our different property team member restaurants, which incentivized team members to reduce waste through better portion selection. This challenge has proven to be a success among our team members and a reward dish will be served at the team member restaurants that have reached the plate waste reduction target established for the quarterly challenge.

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More information and data on **Waste** can be found in the Appendix on page 65.

MATERIALS AND RESOURCES

In sourcing the thousands of products and services our business requires, we work diligently to avoid or eliminate harmful materials and processes by procuring environmentally responsible options.

AT A GLANCE

PILLAR

 Planet

APPROACH

 Materials and Resources

- Responsible Sourcing**
Select products, packaging and suppliers that have a positive impact on the environment and our community
- Plastic and Packaging**
Replace single-use disposable products with more sustainable alternatives and reduce packaging

2025 TARGET

100%

Sands China-branded water bottles are reusable or made from sustainable materials

2028 TARGET

100%

Cage-free eggs¹

2024 PERFORMANCE

54%

Sands China-branded water bottles are reusable or made from sustainable materials

In Progress

12%

Cage-free eggs

In Progress

This past year, we continued increasing sustainable product sourcing and reducing our reliance on plastic, which is challenging to eliminate in the hospitality industry, by conducting a number of trials on alternative solutions.

Accomplishments

Responsible Sourcing: Overall, our move to cage-free eggs progressed with 12% of all eggs procured in 2024 coming from cage-free production sources. Sands China moved to cage-free eggs in its buffet restaurants, after previously transitioning in-suite dining, and will next target Company-owned restaurants. Looking ahead, we are focused on expanding cage-free egg use and identifying cage-free options for liquid eggs.

Other sustainable seafood priorities focused on collaborations with partners to advance the industry. Sands China is a member of the Hong Kong Sustainable Seafood Coalition (HKSSC), which aims to promote the sustainable seafood market in Hong Kong and Macao. Once again, the Company participated in HKSSC’s World Oceans Day campaign, by creating delectable dishes using certified sustainable seafood from premium suppliers.

Plastic and Packaging: Sands China resorts now use 100% recycled polyethylene terephthalate (rPET) water bottles in hotel rooms, and we continue to address plastic water bottle reliance in our casinos, which use smaller products, by ramping plans to reach 100% sustainable sourcing before the end of 2025. Sands China also conducted filtered water system trials at The Londoner Macao’s food and beverage outlets, increasing filtered water use from 35% in 2023 to 90% in 2024, and began testing these systems in other properties. Additional water bottle replacement

projects included a water dispenser trial in The Venetian Macao casino, installation of water dispensers in the resort’s meeting and convention center banquet area and incorporation of filtered water systems across various departments.

Beyond water bottles, we aim to reduce single-use plastic in all areas of our business. In 2024, we have started to replace single-use bathroom amenity bottles with bulk products at The Venetian Macao, Sands Macao, The Parisian Macao and The Londoner Macao. We target to finish the transition within 2025 and decrease plastic use by more than 50%. We also moved to sustainable paper packaging for other hotel room amenities at The Londoner Macao, degradable solutions for disposable cutlery across all Sands China food and beverage owned outlets and sustainable oyster shell dinnerware in team member dining areas.

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More information and data on **Materials and Resources** can be found in the Appendix on page 67.

SUPPORTING CIRCULAR ECONOMY THROUGH UPCYCLING

Collectively our waste management program and materials and resources initiatives support the drive towards a more circular economy. We also build an innovative culture and encourage creativity through upcycling. In 2024, the Sustainability Corner Design Competition encouraged departments to creatively use recycled and waste materials to build sustainability corners in their offices or corridors. Participating team members collected waste materials, such as paper cups, empty water bottles, and egg cartons, totaling more than 5,800 pieces, and transformed them into informative and artistic displays. 20 departments participated, with 10 departments emerging as winners. At the 2024 Macao International

Environment Co-operation Forum & Exhibition (MIECF), we designed an innovative Green booth using recycled and upcycled materials. The booth featured discarded wooden plywood and repurposed items from last year’s event.

Finally, we partnered with Green Future to explore innovative upcycling opportunities. This partnership has led to the collection and redistribution of unused hotel amenities, such as shower gel, shampoo, and conditioner from The Venetian Macao, which were delivered to Green Future’s subscribers. Additionally, the initiative successfully repurposed around 200 used wooden hangers and boxes of used tissue paper, demonstrating the practical benefits of upcycling.

¹ Our target includes chicken eggs in both shell and liquid forms.

WATER STEWARDSHIP

Water is vital to our planet and integral to our business, which is why we diligently manage this precious natural resource. Our conservation initiatives focus on using water efficiently in our operations, as well as improving our regions' water quality.

AT A GLANCE

PILLAR



Planet

APPROACH



Water Stewardship

- **Water Efficiency**
Upgrade fixtures and systems; enact water-conservation policies
- **Water Reuse**
Increase use of non-potable water
- **Ecosystems**
Engage local community to reinvigorate biodiverse ecosystems

2025 TARGET

3%

Reduction in potable water use per active square foot from a 2019 base year

2024 PERFORMANCE

11%

Reduction from base year

●●● Achieved

Responsible water management involves delicately balancing our operational needs with the efficiencies we can gain as a committed water steward. In 2024, potable water use remained below our 2019 base year and above our 3% reduction target, thanks to ongoing water efficiency projects. Resort occupancy was similar to pre-pandemic levels, and overall rising occupancy resulted in a net consumption increase over 2023, despite renovation work at the Londoner Grand in Macao that led to reduced water use with room closures. Our ongoing water-savings projects led by the Sands China ECOTracker program, helped ensure we remained on track with our target.

Accomplishments

Internal Practices: Improving efficiencies in our landscape irrigation systems remained a priority in 2024. Other improvements have included replacing fixtures such as back-of-house faucets and handheld shower heads in our properties.

In addition, the Sands China ECOtracker project management system guided a new water efficiency project. At The Venetian Macao, we implemented a new water softener as part of the modernization of water filtration system in the central HVAC. This upgrade improves the water quality of the system and enhances cooling towers' operation efficiency. As a result, we are able to enhance the water quality in the cooling tower system as well as reduce fresh water withdrawals. The water softener also leads to a reduction a decreased maintenance expenses, prolonged equipment lifespan.

Education and Engagement: We are involved with organizations dedicated to climate-related issues. Through the Drop by Drop Project, our partnership with The WASH Foundation to advance water stewardship programs in our local community, the University of Saint Joseph (USJ) in Macao used its grant to create a coastal wetlands mobile exhibition that traveled to a variety of events, including a

week-long ecological conservation training. Sands ECO360 ambassadors also supported USJ at its Summer 2024 Coastal Cleanup.

Sands China also organized a sustainability tour for over 30 members of the Choi In Tong Sam Association and the Macao Environmental Protection Volunteer Association. Participants gained valuable insights about the Sands China water conservation efforts and its commitment to environmental stewardship. In a similar vein, we hosted a sustainability tour for staff members from the Macau University of Science and Technology (MUST). Participants learned about effective measures for combating food waste, conserving water and energy, and recycling.

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More information and data on **Water Stewardship** can be found in the Appendix on page 69.



USING THE POWER OF ART TO EDUCATE ABOUT PLASTIC POLLUTION

To engage team members, Sands China held a Water Conservation Week in October, which featured interactive activities and game booths that educated about water pollution and provided water-saving resources. More than 2,000 team members participated and learned practical water-saving tips.


Additionally, the "Flip and Learn" session allowed team members to discover information about water conservation. All materials used, including game cards and photo props, were made from cardboard and designed for reuse. Participants were rewarded with reusable umbrella cases made from recycled plastic bottles.

BIODIVERSITY


While working to preserve biodiversity under several of our Planet pillar initiatives, we are pursuing deeper understanding of the impact we make on oceans, fresh water and land to continue evolving our efforts with a well-defined strategy and actions.

AT A GLANCE

PILLAR

 Planet

APPROACH

 Biodiversity¹

- **Deforestation Prevention**
Reduce key drivers of deforestation in our supply chain
- **Ocean Health**
Protect marine environments and safeguard vulnerable species
- **Nature Conservation**
Preserve ecology through education and nature-based carbon removal projects

US\$5M
FSC certified products sourced in 2024

As we aim toward a coordinated biodiversity strategy, we are examining our direct operations and supply chain to evaluate how we interact with the natural world and create meaningful action. Guided by the Taskforce on Nature-related Financial Disclosures (TNFD) recommendations, we annually review our sites and operations for nature-related dependencies and impacts using biodiversity assessment tools to help us better manage risks and opportunities. In 2024, we continued evaluating our supply chain to address deforestation for beef, palm oil, timber, and soy.

Our biodiversity initiatives are specifically focused on gaining deeper understanding of impacts in our direct operations and supply chain so that we can create meaningful opportunities to protect the natural world. We also engage our team members with biodiversity awareness activities.

Accomplishments
Our approach to preserving biodiversity involves following the hierarchy of mitigation actions to protect natural ecosystems.

Avoid: We have set internal policies that eliminate sourcing of shark fin and restrict offering of bluefin tuna in our restaurants. Our procurement and food and beverage teams also work together to increase offerings from local and sustainable sources and expand plant-based and alternative-protein menu items.

Minimize: Our sustainable sourcing guidelines provide procurement criteria and internal targets that require or prioritize sustainable purchases in key categories. We target sourcing of seafood certified by the Marine Stewardship Council (MSC) and Aquaculture Stewardship Council (ASC); coffee and tea from sustainable agricultural sources; and organic textile and Forest Stewardship Council (FSC)-certified paper goods. For more information, please see materials and resources on page 17. In addition, we ensure our resorts are free of skyward lasers and floodlights to reduce lighting pollution on migratory birds.

Restore: Sands China acts to protect the environment and we find ways to restore natural habitats and protect the ecosystem. Biodiversity is an emerging issue of concern noted in our Environmental Responsibility Policy and it is addressed through multiple key topics such as materials and resources and water stewardship. Through the Drop by Drop Project, USJ is using our grant funding to restore and maintain Macao wetlands. The program involves creating a database of flora and fauna species found in wetland ecosystems to monitor and assess biodiversity. This year, 900 mangrove saplings were planted along the Taipa coastline to restore and protect the local wetland ecosystem. The chosen species—Kandelia obovata, Aegiceras corniculatum, and Avicennia marina—were selected strategically to boost biodiversity and strengthen ecosystem resilience given that mangroves are crucial for nature-based solutions to address climate change, mitigate coastal water pollution, and provide coastal protection. In addition, we act responsibly to protect the environment and restore natural habitats. For example, through the Carbon Offset initiative recently launched by our Cotai Water Jet (see page 13), we support sustainable management of the Guoluo grassland in China aiming to restore degraded grassland ecosystems, increase grassland coverage, and improve the local biodiversity of the Three River Source Region in mainland China. Over the years, Sands China has supported a wide array of activities to raise awareness, engaging with local schools, and organizing beach clean-ups to help preserve the natural habit of the Pearl River Delta covering Macao.

Transform: Sands China continued its work with the Hong Kong Sustainable Seafood Coalition (HKSSC). In 2024, The Parisian Macao's Brasserie, The Londoner Macao's Gordon Ramsay Pub & Grill and Sands Macao's Copa Steakhouse supported HKSSC's outreach efforts around World Oceans Day by providing specially curated sustainable seafood dishes.

71 More information and data on Biodiversity can be found in the Appendix on page 71.



ADVANCING BIODIVERSITY
EDUCATION AND
INFORMATION GATHERING

As a long-time supporter of City Nature Challenge, Sands China hosted a variety of engagements to promote awareness and collect biodiversity data. A BioBlitz activity guided participants to record plants, animals, insects and birds within The Venetian Macao's green belt, while a biodiversity photo competition encouraged mobile image capture of organisms in Sands China resort surroundings. Activities added more than 3,000 species to Macao records for scientific research and conservation work.

Through its Drop by Drop Project grant, USJ also hosted a biodiversity photo competition to showcase the flora and fauna within Macao's coastal wetland ecosystems. The competition generated more than 500 submissions, increasing awareness of the diverse plant and animal life in these habitats. Sands China hosted USJ's Wetland Biodiversity Photography Exhibition at The Venetian Macao, showcasing the top 100 photographs from the competition and featuring the rich biodiversity of Macao's ecosystems.

¹ While not a formal focus in our corporate responsibility platform, biodiversity continues to be a topic of importance in our materiality assessment (see page 53). We address biodiversity under several areas and are formulating a cohesive biodiversity approach for incorporation into our Planet pillar.

SOCIAL



PEOPLE AND COMMUNITY

We are dedicated to supporting and uplifting people and helping our community remain a great place to live, work and visit. As such, we work to earn the trust of our team members, guests, partners and community and aim to empower their success, satisfaction and strength.



PEOPLE

For the thousands of team members who choose to work with us, the valued suppliers and business colleagues who support our business, and the guests who patronize our properties, we are a partner in their goals and a foundation for their success. We understand our responsibility in these relationships and commit to quality, service and collaboration in all of our engagements.

AREAS OF FOCUS




Team Members

We support our team members in reaching their goals by delivering outstanding work environments and the resources they need to thrive.



Suppliers and Partners


We work with our suppliers and partners to build mutually beneficial relationships that help them advance their businesses.



Guests


We are committed to earning the trust and loyalty of our guests by delivering outstanding service and amazing travel experiences.

MATERIAL TOPICS




Workforce Development

Empower team members, develop skillsets in the hospitality industry and promote pathways to growth




Diversity, Equity and Inclusion

Provide a collaborative, equitable environment for all and opportunities for underrepresented groups




Human Rights

Defend the fundamental rights and freedoms of our team members, suppliers and guests



Responsible Gaming

Ensure safeguards to help guests make informed choices and access assistance




Supplier Advancement

Support small, local and diverse businesses in achieving success




Macao International Dragon Boat Races


UN SDG ALIGNMENT



Gender Equality



Decent Work and Economic Growth



Reduced Inequalities

APPROACH

We have identified a core set of initiatives to promote advancement and opportunity, while fostering the satisfaction and well-being of our team members, suppliers, partners and guests. These priorities represent our culture of empowerment and excellence.



PROGRAMS



SANDS CHINA ACADEMY

We help team members, potential local youth and industrial professionals gain valuable integrated resort job skills and advance their careers through a variety of learning opportunities.



SANDS CHINA F.I.T. PROGRAM

The Sands China F.I.T. (Financial support, Invitational matching, and Training and development) program, led by our Procurement team, helps our local partners succeed.

WORKFORCE DEVELOPMENT

We employ thousands of people, invest in developing our team members and the hospitality industry talent pool, and work to ensure our community offers opportunities for expanded skills and training – all components of our commitment to helping people create pathways to greater earning power through long-term job tracks and meaningful careers.

AT A GLANCE

PILLAR

People

APPROACH



Workforce Development

- Team Member Advancement

Facilitate progression through job skills training, professional development and wellness activities
- Health, Safety and Well-Being

Provide a safe and secure workplace and empower team members by promoting overall wellness
- Benefits and Work Culture

Ensure a supportive and fair environment in which our people can excel
- Hospitality Education and Job Skills

Support education and upskilling of the local workforce in our industry and region

2025 TARGET

7 million

Hours of workforce development training

2024 PERFORMANCE

8.6 Million

Hours since 2021

●●●

Achieved

We are dedicated to developing a thriving local workforce with the talent and capability to ensure the strength of our region and industry, especially as the tourism and leisure sector continues to grow rapidly and require new skill sets. We empower our team members to achieve their professional and personal goals with programs that advance their capabilities, create upward career trajectories, and promote overall well-being. We also help cultivate talent in the hospitality industry and build skill sets in our local region through initiatives on our properties and with community partners and suppliers.

For 2021-2025, we committed to 7 million training hours in workforce development ambition. We have achieved 8.6 million training hours since 2021 and 2.3 million training hours in 2024 alone, exceeding our target.

Accomplishments

Our workforce development programs range from promoting internal advancement and well-being to engaging with our industry and community on opportunities for people to gain employment and grow in their chosen fields. In 2024, Sands China was recognized by the Association for Talent Development for excellence in practice for learning and development and awarded Employer of Choice from HRoot, a leading human resources media Company in China. For more awards that set our Company as an employer of choice and great place to work, please refer to page 49.

Team Member Advancement: Team member development is one of our Company's top priorities. We offer a variety of programs to help our people succeed in their positions, open doors for different career paths, and progress to managerial positions within the Company.

Our Sands China Academy training and development program provides the core foundation for advancement and upskilling to our local, contractual and part-time team members. We complement its offerings with specialized learning through programs such as the Sands Hospitality Academy for integrated resort team members, food and beverage manager development programs

for rising professionals, Sands China's Youth Development Program for young professionals and team member resource groups that serve specialized groups.

Sands China continued its Community Leadership Programme as a fresh approach to developing its people by entrenching participants in our corporate responsibility pillars of People, Community and Planet. In 2024, the program featured guest speakers who shared insights on topics including leadership, mental health and well-being, sustainability, culture and heritage. It also included Youth Leadership sessions, visits to local heritage sites in Macao, and fitness workshops. These topics provided valuable insights to help young professionals build civic, business and industry visibility, engagement and wellness.

Sands China also supported 21 women team members to participate in the 11th International Affairs Training Programme presented by the Fu Lun Youth Association of Macau. The three-month training covered topics such as technology empowerment, international affairs and diplomatic protocols to support young women professionals in developing global awareness and business savvy, enhancing their competitiveness in their fields and pursue career advancement. Among 102 trainees

FAST-TRACKING TEAM MEMBERS TO MANAGEMENT ROLES

Within nine months of entering Sands China's Fast-Track Training Series, team members can become supervisors in their departments. The program provides on-the-job training in a variety of career tracks, such as housekeeping and public area maintenance. We introduced three new fast-track supervisor programs for security, asset and facilities management, and convention and exhibition management in 2024. Furthermore, the Fast Track Housekeeping Public Area Supervisor Trainee Programme prepares team members for supervisory roles by providing them with certification from renowned professional associations and practical experience in our integrated resorts. The program attracted 134 candidates this year, and as of today, 65 are successfully working as supervisors.

who participated in the training, 6 Sands China team members stood out and were awarded as "Outstanding Trainee", "Best Position Paper", "Perfect Attendance" and "People's Choice". Furthermore, Sands China continued its education series on professionalism, which helps team members better understand Chinese culture and traditions through art and other experiences.

The Manager Competence Development programme launched in 2017, aims to enhance our team member's leadership skills and abilities in their workplace. In 2020, this programme was revisited to encompass 14 comprehensive modules focused on enhancing operational effectiveness, self-management and influencing skills. The program also focus on equipping current supervisory-level team members for future leadership roles with leadership skills and the ability to empower their teams. As of 2024, more than 3,400 team members have participated in this program, and helped us to maintain a steady retention rate from 94% in 2023 to 95% in 2024, which further contributed to reducing the hiring expenses. Finally, we were committed to upskilling our team members' development by supporting them to attend the "2024 High-level Forum and Greater Bay Area Tourism Development: Artificial Intelligence and Creativity in Culture and Tourism" organized by the Macau University of Tourism Studies and the China Academy of Tourism. 9 team members participated in this digital training. Through this forum, we aimed to raise awareness among team members about integrating artificial intelligence in the cultural and tourism industries.

Benefits and Work Culture: We offer competitive compensation and market-leading benefits packages that include comprehensive healthcare and dental benefits at no cost to team members, retirement programs, paid time off and sick leave, flexible and part-time work options, and team member dining. Additional benefits such as post-paternity, return-to-work-support, education reimbursement, and employee assistance and wellness programs reinforce our commitment to developing our team members holistically. We also provide priority seats on the team member shuttle buses, and our back-of-house bathrooms are equipped with accessible facilities for disabled team members. We foster a friendly working environment with a fellowship-oriented culture. Through short videos, we emphasize the importance of interdepartmental support, thus building team spirit and developing an atmosphere that encourages the completion of tasks with an attitude of mutual assistance.

In addition, we continuously recognize our team members' contributions and commitment to our Company. This includes the "Our 15 Years of Excellence" and "Our Perfect 10, Thank You" Recognition Ceremony, Because We Care Program, Londoner Pride, and Parisian Heart.

Health, Safety and Well-Being: Beyond offering comprehensive health and safety programs and policies, we support team members' overall well-being through the "Work Life 360" initiatives that promote physical, mental wellness and well-being. We are committed to encouraging a healthy work-life balance, enhancing personal competitiveness, and creating opportunities to nurture family and personal relationships through involvement in Company events and activities. Sands China completed the fourth year of its Happy 360 wellness program with a six-week series that utilized the 5S model for emotions to conduct health seminars, parent-child activities, health and healing workshops, physical and mental health consultations, interactive game booths and other activities to foster a thriving workplace. During this year's "Happy 360" campaign, Sands China has offered 10 events, seminars, workshops, and roadshows that have attracted more than 6,000 participants. Besides organizing the month-long "Happy 360" series, we also provide 24-hour mental health support (Employee Assistance Program) to team members and their family members.

Sands China also forged new partnerships with health and wellness providers from various disciplines to provide team members with more comprehensive physical and mental health offerings and experiences. In addition, the Company supports team members in maintaining healthy lifestyles through exercise by sponsoring running clubs and intramural sports teams, and promotes social and cultural connections by celebrating local traditions such as Chinese New Year, Mid-Autumn Festival, Dragon Boat and Christmas.

We also work to build a family-friendly workplace by extending wellness opportunities to our team members' families. Sands China continued its Amazing Summer series of parent-child activities, including parent-child make-up, art and science workshops, fun fair, storytelling, kids book crossing, and back-of-house property tours. A large-scale outdoor picnic and painting activity at The Parisian Macao's Le Jardin garden was a new component of the 2024 series that attracted more than 100 participants. Sands China continued collaborating with the Education and Youth Development Bureau of Macao on the Parenting Education Programme, which provides team members with curriculum and activities to enhance parent-child relationships and engagement. By 2024, we had organized more than 40 on-site parenting education programs at our properties.

Sands China also forged new partnerships designed to promote the physical, mental wellness and well-being of our team members. In 2024, we joined the "Healthy Enterprise" program initiated by the Healthy City Committee and the Health Bureau, aimed to foster a healthy working environment and cultivate a positive workplace culture. One of our new initiatives, "8,000 Steps a Day" activity, encourages team members to incorporate regular exercise into their daily routines to prevent obesity

and lower the risk of various chronic diseases. We also collaborated with the Sports Bureau of the Macao Government and the General Association of Athletics of Macau to organize the annual 2024 Macao International 10K. Moreover, the Sands China sports' team has more than 200 active members who participate in various sports including table tennis, badminton, basketball, soccer, bowling, running, darts, snooker, and dragon boat. In 2024, the sports team participated in 14 competitions and won 40 awards. Notably, our table tennis team has won the "Gaming Employees Home Table Tennis Competition" championship for 13 consecutive years. Our Bowling team won multiple awards in the "2024 GEH Bowling Competition", including the championship for "Women's Single High Game".

At a foundational level, we aim to exceed legal health and safety requirements and prioritize certifications such as ISO 45001 for Occupational Health and Safety (OHS) to guide our protection protocols.



CULTIVATING TALENT FROM WITHIN

To attract young people to the field of stage technology and event production, Sands China has extended its talent cultivation programs to local secondary students and launched the first program dedicated to nurturing professional talent in this field. This initiative gives young people an opportunity to gain early exposure to the job market and work experience in the leisure enterprise business. The Stage Technology and Event Production Course co-organised by Sands China and the Escola Luso-Chinesa Technico-Profissional under the Education and Youth Development Bureau (DSEDJ) and supported by the Macau Productivity and Technology Transfer Center (CPTTM), provides professional technical support and internship opportunities for students.

The first cohort of 12 students has commenced their 9-month practicum, with access to our world-class entertainment facilities and hands-on experience in stage operations and technical management. The practicum is designed to equip students with practical skills and knowledge, ensuring they are well-prepared for future careers. The course has attracted another 29 students for the 2nd and 3rd cohorts.

In 2024, Sands China received certifications for conventions & exhibitions, IT, mall management and retail development, event development and management, and surveillance, adding to certifications for table games, slot, cage, food and beverage, procurement and supply chain, housekeeping, security and asset & facilities management departments. 80% of Sands China team members are covered by the ISO 45001 OSH certification.

Hospitality Education and Job Skills: We offer several programs to build excellence in our industry and provide pathways for the local workforce in Macao to advance. For example, Sands China's new Sands Hospitality Academy, established in 2023, offered this year a workshop about Skills in International Hospitality and Protocol to enhance professional service levels through education on etiquette for different cultures and guest engagement skills.

To grow the talent bench by nurturing youth, Sands China has designed a long-term and sustainable people development strategy that fosters long-term relationships with universities and young professionals. We attract potential talents while they are still on campus and organize integrated resort exploration days for secondary school students. When young talents join the university, we offer learning opportunities in diverse areas through internship programs. We also provide potential young talents the opportunity to cultivate their skills and loyalty with a flexible working schedule through the Career Experience Opportunity Programme. We tailor-made various Elite programmes with different focus areas to groom talents for junior management, creating a sustainable talent pipeline for the Integrated Resort business.

For example, Sands China's Youth Development Series trains young professionals and new talent in the hospitality industry. In 2024, the series delivered 10 training programs in food and beverage operations, hotel operations, facilities management and business analysis, and welcomed 86 participants, with 40 graduates. The Company launched the All-Round Convention and Exhibition Management Programme, a fast-track career development initiative held in conjunction with Macao's Labor Affairs Bureau, in 2024. More than 250 participants received in-depth instruction and international exposure. The program features in-depth instruction and international MICE events exposure through functional rotations, cross-departmental training and industry expert mentorship, as well as a Certified International Convention Specialist Course (CICS) by the International Congress and Convention Association (ICCA) and preparation for gaining a second professional certification after the program completion.

The All-Round Food and Beverage Management Programme and Integrated Resort Manager Program are designed to cultivate talents for

management roles by enhancing personal development and skill sets. Team members who participated are required to attend management and leadership training, personal effectiveness training, and familiarization in different departments. These two programs together cover both contractual and local team members. Since the beginning of these programs, 30 team members who graduated from these programs are still active in the Company. The promotion rate for these graduates is 20% in 2024. The promotion rate among program participants demonstrates the business benefit of investing in these development programs, as it leads to a more qualified and advanced workforce.

The Integrated Resort Business Analyst Development (IRBA) Programme was relaunched in 2024 with the Labour Affairs Bureau. The program extended coverage from six to eight departments including audit services groups, market research, finance, casino administration, e-commerce, market development, strategic analysis and revenue optimization. Trainees rotate into 3 analytical departments over the course of the 18-month program. Since launching the program in 2019, the trainees who completed the rotation were all promoted to operational managerial level roles, from business analysts to senior business analysts, corresponding to 100% promotion rate. In 2024, there are 17 new trainees joined the program. Upon their completion a permanent job offer will be granted while a professional certification under the sponsorship of Sands China may also be earned. This demonstrates the business benefit of investing in our junior leaders by offering them qualifications, analytical skills and in-house business experience to help them elevating their career paths. The IRBA programme also covers equipping team members with technical knowledge on digital software, processes and technologies to leverage their efficiency and productivity in the Company. As the largest integrated resort operator in Macao, Sands China's operations span various types of businesses, and it has accumulated extensive experience in the leisure industry. To give local students an opportunity to gain more hands-on information about the industry, the Company has been closely working with local tertiary institutions and has arranged for a number of senior executives from various departments to visit campuses and share their workplace experience, industry insights, and the latest market updates. We also invite or receive visit requests from universities, allowing students to visit our integrated resorts to learn more and experience the Company's operations.

In 2024, we welcomed students and staff from Macau Keang Peng School and Zheng Guanying Official School for a career exploration visit, co-organized by the Education and Youth Development Bureau and the Women's General Association of Macau. During the visit, they toured Sands China's properties to gain insights into the diverse job opportunities within a large integrated resort. Additionally, Sands China hosted 26 visits for over

900 students from various universities, institutions and colleges. We also invited department heads from the cyber security, strategic analysis, audit services group, and conventions and exhibitions departments to conduct sharing sessions on industry knowledge and career planning with university students.

Academic leaders from Malaysia visited Sands China and gained insights into Sands China's business development activities, internship opportunities and various training programs that cultivate young talent. Moreover, we donated US\$135,000 in scholarships and fellowships to seven Macao tertiary institutions supporting higher education in Macao.

Founded in 2013, the Sands Retail Academy aims to develop retail professionals in Macao. It trains Sands China team members and allied workers at Sands Shoppes Macao, which hosts over 740 retailers. Since its establishment, the academy has offered more than 46,000 training hours to over 13,300 regional retail practitioners.

73 Further information and data on **Workforce Development**, including labor and wage information, can be found in the Appendix on page 73.

76 Further information and data on **Occupational Health and Safety**, including labor and wage information, can be found in the Appendix on page 76.



GAINING WORK EXPERIENCE AT SANDS CHINA

Our resorts and business units provide a number of opportunities for higher education students to put their classroom instruction to work in the wide variety of career tracks at our Company.

Sands China continued its six-month integrated resort internship and career experience programs. We hosted 183 interns and extended job offers to 15 interns following their graduations in 2024.

DIVERSITY, EQUITY AND INCLUSION

We are committed to removing systemic barriers and advancing underrepresented groups by integrating diverse perspectives and promoting inclusivity in all aspects of our business.

AT A GLANCE

PILLAR



People

APPROACH



Diversity, Equity and Inclusion

Human Resources and Talent Management

Foster an environment in which team members can fully realize their potential

Supplier Diversity and Inclusion

Enhance opportunities and strengthen relationships with small, local and diverse businesses

Community Outreach

Empower causes and organizations that help underrepresented groups overcome barriers

Corporate Governance

Provide the structure and guiding principles to achieve our desired outcomes

Benchmarking and Communications

Ensure transparency and accountability by clearly communicating values and progress

2025 TARGETS

45%

Representation of women in management

47%

Representation of women in junior management

2024 PERFORMANCE

46%

Representation of women in management

●●● Achieved

47%

Representation of women in junior management

●●● Achieved

We are dedicated to creating a diverse and inclusive culture for our team members, suppliers and community partners, supported by our governance structure to shape our efforts, benchmarking to track our progress and ongoing communications to foster awareness and education.

Accomplishments

Team Member Programs: Sands China continuously promotes and protects women's rights, striving to build an equal, diversified and happy workplace for more than 13,000 female team members. The International Women's Day is an universal observance in which we conduct recognition activities that highlight the contributions of all our women team members. We also support working mothers through a series of wholesome events such as the "Return to Work" program, Parent-Child Workshop, and Female Health Seminars to appreciate and empowering working mothers in both their personal and professional lives. The "Return to Work" program supports women who have resigned from their jobs to fulfill family commitments. For example, one of our female team members paused her career for over five years. After participating in the Return to Work program, she discovered the balance she needed and is now thriving as a full-time supervisor in the training and development department. In 2024, 123 applicants attended this program and 11% women joined Sands China with flexible work arrangements and professional training.

To address the needs of older workers, Sands China offers its Golden Age Program, which provides support in transitioning from full-time employment. As of 2024, around 1,670 team members with an average age of 65 joined the program.

Supplier and Community Engagement: Sands China's external DEI efforts are largely focused on providing opportunities and advancing success for local suppliers, which is spearheaded by the Company's Local Small, Medium and Micro Suppliers Support Programme. Through this initiative, we provide comprehensive assistance to help SMEs, including micro-enterprises, Macao young entrepreneurs and "Made-in-Macao" businesses be competitive in sourcing opportunities within Sands China and in the Macao community. In 2024, our procurement spending with these supplier businesses categories was US\$260 million.

In 2024, we participated in two disable job fairs organized by the Macao Labor Bureau where we offered 58 vacancies and 27 positions for disabled. Among the 27 positions, 8 positions were newly created and we successfully hired 17 candidates. We also participated in the Summer Work Experience Program for students with disabilities and opened

11 internship vacancies. Students who completed the three-week of "Work Experience Activity" with outstanding performance were hired as a part-time team member. Sands China also supports people with disabilities through related non-profit organizations such as the Macao Special Olympics (MSO) and Fuhong Society of Macau. Activities included inviting Macao Special Olympics athletes to meet with NBA legends.

78 More information and data on **Diversity, Equity and Inclusion** can be found in the Appendix on page 78.



UNLEASHING WOMEN'S POTENTIAL

We continuously focus on creating an inclusive environment and promoting our DEI culture. This past year, Sands China launched EmpowHER in Macao, a team member resource group for women, to offer meaningful support in their professional lives. The program aims to foster a deep sense of belonging, creating a supportive environment where women can connect, share experiences, and seek assistance from each other. Members are part of a growing network that nurtures relationships and opens new doors through networking and development, mentoring and volunteering. As they pursue their personal and professional goals, they build confidence and acquire new skills, celebrating each achievement together.

EmpowHER also offers various engaging activities based on its members' feedback and aspirations. This year, we held a fireside chat with a female board member, who shared her insights on balancing professional and personal life with program participants. As of December 2024, the Sands China EmpowHER group has 97 registered members across different departments and teams.

SUPPLIER ADVANCEMENT

The local, small, medium and diverse businesses in our community are integral to our operations and the economic health of our region. We are committed to helping them succeed.

AT A GLANCE

PILLAR



People

APPROACH



Supplier Advancement

- **Training and Development**
Provide courses and other resources that build skillsets
- **Growth Opportunities**
Create programs that foster relationships and leads

We are committed to supporting our local community's SMEs and diverse businesses on helping increase their capabilities and access to sales opportunities through a variety of initiatives. Our focus on SMEs is one of Sands China's top initiatives, as they are especially vital to the Macao government's focus on creating diversity in employment and business prospects for local residents. We have always focused on sourcing from local and diverse businesses in Macao, integrated into our business operating processes through the establishment of clear guiding principles and policies. The Sands Sourcing Policy states that if all factors on the sourcing decision are equal, sourcing from local businesses and diverse businesses is preferred.

In 2015, we launched the Local Small, Medium and Micro Suppliers Support Program – becoming the first integrated resort operator in Macao to work with the Macao Chamber of Commerce. Our Local Supplier Support Program is specifically formulated to accentuate and support Government policies and cements our longstanding efforts to support the growth and development of local SME suppliers and local industries. The program's various initiatives include the F.I.T. program, which offers Financial Support, Invitational Matching, and Training and Development. One of the Financial Support initiatives is the long-standing support to qualified micro or young start-up or local companies for advance or expedited payment upon request to provide much-needed initial funding or cash flow.

Accomplishments

Training and Development: In 2024, Sands China hosted its 15th and 16th cohorts for the Sands Procurement Academy, one of Sands China's longest-running business development programs, and a free SME training program the Company runs in conjunction with the Macao Chamber of Commerce and the Macau Productivity and Technology Centre. This training program for local

SME suppliers provides business knowledge and skills to help them gain experience and capacity for working with large-scale international corporations like Sands China. The academy especially targets the development of micro-enterprises, Macao young entrepreneurs and "made-in-Macao" enterprises. In eight years, 559 SMEs graduated and gained a deeper understanding of the standards and requirements for working with international corporations. This past year, the academy offered a new course on the Xiaohongshu (RED) Marketing Strategy for Enterprises to help SMEs stay current for working with luxury and premium brands.

In early 2024, Sands China honored 69 SME graduates who completed the academy's 13th and 14th cohort at a graduation ceremony that also recognized seven winners in the 2023 Sands Supplier Excellence Awards. Later in 2024, we honored 73 SME graduates who completed the 15th and 16th Sands Procurement Academy Graduation, where we recognized another seven winners in the 2024 Sands Supplier Excellence Awards. Among the seven outstanding winners, two local SMEs, Kei Chong Construction and Engineering Company Limited and CMC Trading Engineering (International) Limited have won the Cost Management category and Small/Medium Enterprise (SME) category, respectively. Their success stories of improvement and ongoing partnership with a large corporate like Sands China were shared during the graduation ceremony. Also, the Supplier Linyi Standard Textile Trading Co. Ltd. was the winner for the Corporate Culture and Sustainability category. This supplier was distinguished because of its new weaving technology which helps reducing waste water and chemicals, and further reduce laundry costs. The Sands Procurement Academy is part of Sands China's F.I.T. program, which targets both existing and new suppliers and encompasses the Sands Retail Academy for Sands Shoppes Macao retailers.

Growth Platforms: Sands Shopping Carnival offers a free platform for Macao businesses, including small and medium-sized enterprises (SMEs) and Sands retailers, to showcase their goods and services to the community. The fifth annual Sands Shopping Carnival drew 120,000 visitors, the highest number since its 2020 launch. With more than 580 booths, 325 featured goods and services were from SME suppliers. Introduced by Sands China to help spur business recovery during the pandemic, the Sands Shopping Carnival is Macao's largest sales event and has welcomed more than 540,000 people in five years.

As part of the Sands Resorts Incubation Centre, a F.I.T. initiative that enables local companies to develop and test digital solutions in an integrated resort setting, Sands China hosted the Macao

Technological Innovation Exploration in Lisbon in November last year. In addition, we help our partners grow through the Entrepreneurship Recruitment Programme for Rua das Estalagens, which funds innovative ideas from Macao entrepreneurs interested in establishing businesses on the historic street. For instance, one of the seven awardees in 2024 was the Glow Gelato. The new shop introduced delicious Italian ice cream to the street. Team members at Glow Gelato studied gelato making in Italy and also obtained certifications, bringing a taste of Italy to local residents and tourists in Macao.



MACAO ENTERPRISES VISIT LISBON ON EXPLORATORY TRIP

Sands China, in collaboration with the Macao Economic and Technological Development Bureau (DSED), the Macao Science and Technology Development Fund (FDCT), and coordinated by the Sands Resorts Incubation Centre, a Company initiative dedicated to discovering and supporting local innovative enterprises with development potential led a delegation of 17 Macao enterprises on a trip to Lisbon to participate in the Macao Technological Innovation Exploration in Lisbon. The trip supported the development of Macao local SMEs where they learned about global technology trends and expanded their business contacts through attendance at the annual Web Summit technology conference, visits to innovative companies in Lisbon and other networking activities. The Web Summit is an annual technology conference held in Lisbon that brings together the world's leading experts, innovators, business leaders and other icons, with an attendance of 70,000 participants from 150 countries, including start-ups, investors and speakers. The exchange aimed to empower industrial development, increase technology certifications and bring emerging technologies to Macao and the Greater Bay Area; therefore, promoting Macao government's commitment of the long-term and sustainable development of smart tourism and high-tech industries.

HUMAN RIGHTS

We are firmly committed to protecting human rights and have a zero-tolerance policy for violations. Safeguards are fully integrated into our business through steadfast action to uphold the highest ethical standards.

AT A GLANCE

PILLAR



People

APPROACH



Human Rights

- **Due Diligence**
Maintain a risk management process to identify human rights risk in our operations and business relationships
- **Mitigation**
Uphold rigorous standards that ensure the highest levels of ethics, fairness, and protection

TARGET

Maintain a zero-tolerance policy for Human Rights violations

2024 PERFORMANCE

100%

●●● Achieved

We respect the fundamental rights and freedoms of our team members, suppliers, partners and guests, and work to protect them in all areas of our business. Our first priority is to ensure the highest levels of ethics, fairness and protection for team members and contracted laborers. We also work to safeguard people from human trafficking, modern slavery and other infringements on their personal well-being. Finally, we extend these human rights protections throughout our supply chain by maintaining rigorous standards and conducting ongoing monitoring to detect and mitigate potential issues.

Discrimination and Harassment

Ensuring team members are treated with dignity and respect and are provided with an environment free of harassment and discrimination is a critical priority and firm commitment of Sands China. We are strongly committed to fairness and equal opportunity in employment, and, to that end, we do not tolerate harassment or discrimination towards our team members in any form, including sexual harassment, whether by fellow team members, supervisors, managers, officers, directors, or by anyone who interacts with the Company such as vendors, contractors, consultants, agents, or guests.

Our Preventing Discrimination and Harassment Policy provides the foundation for prohibited conduct both in the workplace and in any work-related setting outside the workplace, such as during business trips, business meetings, and business-related social events. All team members are required to participate in discrimination and harassment prevention training on an annual basis. All new hires are required to complete harassment and discrimination prevention training within their first thirty days of employment.

Human Trafficking Prevention

Sands China is committed to combating human trafficking and modern slavery throughout our operations and supply chain. The Company has a zero-tolerance policy for human trafficking in any form and have instituted proactive and reactive strategies throughout our operations to safeguard our properties, our patrons, and our community. To develop our approach, we engaged external and internal experts and resources to conduct periodic human trafficking assessments based on best practice guidance from relevant governmental agencies and leading non-governmental organizations. Through this process, we established concrete measures for each of our properties to further strengthen human trafficking prevention safeguards. All Sands China team members are required to complete human trafficking prevention training when they are onboarded and on an annual basis thereafter. Further, front-line team members receive additional targeted training regarding suspicious activities and red flags.

Supply Chain Business Partners

We require our suppliers to provide fair and safe conditions for all workers and treat their employees with dignity and respect. As a part of our supply chain management process, we monitor, mitigate and address human rights risks including with respect to child labor, forced labor, human trafficking, remuneration, discrimination, harassment and freedom of association. Our process includes third-party due diligence before a supplier is cleared to work with Sands China, adherence to our Supplier Code of Conduct, annual risk assessment, ongoing audits and evaluations, and corrective actions and remediation. We also screen for human rights risks when establishing new relationships or pursuing new business ventures. All prospective partners are assessed for suitability via our third-party due diligence process before any relationship can begin.

Our business partners are required to agree to our Code of Business Conduct and Ethics, or Supplier Code of Conduct, depending on the nature of our relationship. For additional details regarding our supply chain management processes including onboarding, risk identification, monitoring, and mitigation, please see page 93 in the Appendix.

80 More information and data on **Human Rights** can be found in the Appendix on page 80.

93 More information and data on **Supply Chain Management** can be found in the Appendix on page 93.




RESPONSIBLE GAMING


We have established a set of safeguards along with comprehensive awareness and education initiatives to ensure our resorts maintain responsible casino environments and our team members can offer resources when issues arise.

AT A GLANCE

PILLAR

 People

APPROACH

 Responsible Gaming

- Team Member Awareness**
Leverage onsite and industry programs to mitigate potential issues
- Measures and Safeguards**
Establish processes to help guests make informed choices and access assistance

2025 TARGET

80,000

Responsible gaming team member training hours

2024 PERFORMANCE

70,770

Responsible gaming training hours since 2021

On track

Sands China has taken a proactive approach to combat the social issues arising from gambling disorder. Our multi-faceted responsible gaming program launched in 2007 ensures that we meet or exceed local gaming regulations, equips our team members to support our patrons in responsible play, and provides resources and information for our guests. The program aims to provide information on gambling disorder and teaches our team members how to direct guests to obtain help.

We elevate our Responsible Gaming Programme through continuous partnerships with experts, gambling disorder prevention and treatment centers, education and community organizations. Beyond our extensive on-property activities, we invest in industry and community organizations that promote responsible gaming and incorporate the most current science into our programs.

Accomplishments

In 2024, our resorts amplified our commitment to responsible gaming with unique educational opportunities for our responsible gaming ambassadors, team members and local community as well as enhanced tools for guests. We also continued our core training programs and community investments to maintain the stringent standards we set for our properties and the

partnerships we have with local organizations who support people in need.

Team Member Awareness: Team members are integral to our commitment to responsible gaming, as they are on the front lines with guests and hold important roles in identifying risky behaviors and getting resources to our patrons. In 2024, we again conducted a global team member awareness campaign during Responsible Gaming Education Month. The campaign reinforced our commitment to ensuring safe and responsible gaming environments and raised awareness about the vast array of tools and resources we provide to educate guests and address risky behaviors through messages on back-of-house digital signage, team member portals, internal communications channels and social media.

Our most high-profile initiative is the Responsible Gaming Ambassador Program, which provides daily 24-hour casino floor monitoring by trained team members who offer timely assistance to guests exhibiting signs of problematic behaviors. We offer advanced training courses for Responsible Gaming Ambassadors to ensure they possess the proper knowledge and skills to effectively identify and assist individuals with gambling disorder, thereby creating a safer and healthier entertainment environment. Moreover, our responsible gaming ambassadors also possess the Macau Responsible Gaming Advisor (MRGA) certification offered by the Macao government. In 2024, 20 responsible gaming ambassadors joined and completed the MRGA certification, and 2 Responsible Gaming Ambassadors completed the Macao Professional Certificate in Responsible Gaming Counselling (MRGA-TTT). In caring for the physical and mental well-being of our team members and to help them support their families and our guests, Sands China held a variety of responsible gaming training sessions during the year.

In 2024, a total of 10,939 training hours were provided to 5,750 participants. Attendees included both frontline and back-of-house team members and the Sands China Responsible Gaming Ambassadors. In addition, we held 52 responsible gaming roadshows in 2024. The roadshows educated participants on common gambling myths, shared the latest responsible gaming information, and enhanced responsible gaming knowledge through interactive activities. For example, in support of the Macao SAR government's "Seeking Help for Winning the Future" responsible gaming campaign, Sands China co-organized roadshows with The Youth Volunteers Association of Macao (AJVM) at the heart-of-house areas of Sands China's properties, successfully attracted nearly 9,000 team members in the three four-day events.

Sands China held 5 parent-child events in 2024, with the objective of strengthening communication and understanding among families. Last August, we hosted our Responsible Gaming Parent-Child Happy Carnival for the second consecutive year, bringing together over 150 team members, local NGO members, and their children for an afternoon of fun and educational activities. We collaborated with five local organizations and featured ten interactive activities designed to enhance family communication, promote smart financial management concepts, and raise awareness about responsible gaming. These activities also encourage parents to instill positive spending, saving habits, and a spirit of helping others in their children. In addition, Sands China and the Bosco Youth Service Network co-hosted a "Parent-child Adventure Experience Day" with over 50 participants.

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More information on Responsible Gaming can be found in the Appendix on page 82.



DETERRING PROBLEM GAMBLING THROUGH FINANCIAL AWARENESS

In 2024, Sands China hosted several community events to promote smart financial management with the ultimate goal of reducing problem gambling behavior. One event was Rational Choice, held during the high-visitation Golden Week holiday and featured interactive booths to promote financial responsibility that attracted nearly 4,300 people. The Company also had a responsible gaming photo exhibition to celebrate the 15th anniversary of the Macao SAR government's responsible gaming initiatives, which attracted over 75,000 participants. The exhibition was a collaboration with the Youth Volunteers Association of Macau and included a game booth to showcase the development of Macao's responsible gaming efforts and promote responsible play.

Our commitment to ensuring safe and responsible gaming environments continued through healthier initiatives. We held the first Responsible Gaming Runners event – SCL RG Runners in September. About 60 team members participated in a 6-kilometer run on the Taipa Grande Trail. The first ten finishers received a responsible gaming gift pack to motivate participants and were invited to participate in future professional training sessions. This event not only promoted work-life balance but also alleviated work-related stress, providing participants with a valuable opportunity to unwind and engage in healthier activities.

Altogether, responsible gaming initiatives in 2024 included: Sands China Responsible Gaming Parent-child Happy Carnival; Parent-child Adventure Experience Day; RG Promotion Day & Microfilm Premiere; Find the way back - Responsible Gambling Promotion Day; RG Indoor Rock Climbing; Responsible Gaming Poke Embroidery and Stress Relief Workshop; Responsible Gaming Aromatherapy Candle Making and Stress Relief Workshop; Responsible Gaming Stress Relief Aromatherapy Spray Workshop; "Ease your Pain. Take a Breath" Traditional Chinese Medicine Workshop; Responsible Gaming Ambassadors Training; Responsible Gaming Refresher Training; Responsible Gaming Ambassador Refresher Training; Responsible Gaming Kiosk Training; Frontline Team Members Responsible Gaming Training; Responsible Gaming Hong Kong Training Tour; RG360 - Macau Responsible Gaming Specialist Ambassador Course; Sands China Special Session - Macau Gaming Industry Development & RG Photo Exhibition; Rational Choice - Responsible Gaming Indoor Carnival; Rational Choice - Responsible Gaming Outdoor Carnival; Responsible Gaming Education Month; Responsible Gaming Comics Online Game; Responsible Gaming Online Quiz Game; Responsible Gaming Online Video Quiz Game; SCL RG Ambassador Microfilm - "Seeking Help for Winning the Future"; "Seeking Help for Winning the Future" – Slogan Competition.

Measures and Safeguards: Our gaming venues provide resources to empower guests, from the ability to set self-limit options to signage and communications offering information and resources. We strictly follow local gaming guidelines to enforce entry conditions and ensure responsible promotion of our offerings. We aid our customers to make informed and appropriate decisions while rigorously complying with the gaming legal framework and instructions from the local regulatory authority by: placing signage at casino entrances to prevent underage patrons from entering; ensuring that responsible gambling, gambling disorder and self-exclusion information is generally available at casino entrances, in dedicated kiosks, cage counters, marketing counters, on ATM's screensavers inside gaming floors, in videos in all smoking rooms, in shuttle buses, in dedicated areas on our gaming floors and on our Sands China webpage. In addition, anyone under the age of 21 is prohibited from entering any gaming areas.

Our pamphlets can be found at every casino entrance, cage counters, marketing counters and on our Sands China webpage. Sands China was the first gaming operator in Macao to launch a self-exclusion programme in 2004, and was a pioneer in including responsible gaming training in its Company-wide team member orientation program. Continuing its investments in local efforts to address responsible gaming, Sands China donated US\$125,000 to five nongovernmental organizations in Macao, marking the Company's 19th year of contributions, totaling nearly US\$1 million. Donations helped to support NGOs' responsible gaming efforts, including parent-child responsible gaming and financial management activities, roadshows, workshops, and more. Beneficiaries included the Young Men's Christian Association of Macau, the Sheng Kung Hui Macau Social Service Coordination Office, the Macao Gaming Industry Employees Home, the Youth Volunteers Association of Macao and the Bosco Youth Service Network.

For its efforts to promote responsible gaming practices, Sands Macao received Responsible Gaming Indicator Accreditation in 2024, joining

sister properties The Parisian Macao and The Plaza Macao, which obtained accreditation in 2023, and The Venetian Macao and The Londoner Macao, which were accredited in 2022.

The Sands Macao Casino became the first in Macao to be awarded "Responsible Gambling Model Units" in 2024, organized by the "Working Group on Responsible Gambling" executive unit, and received the related accreditation medals during the "Responsible Gambling Promotions 2024" Closing Ceremony. Members of the executive unit include the Gaming Inspection and Coordination Bureau, the Social Welfare Bureau, the Education and Youth Development Bureau, the Institute for the Study of Commercial Gaming at the University of Macau and the Centre for Gaming and Tourism Studies of Macao Polytechnic University, who conducted field reviews in the casino and listened to the presentation by the Responsible Gaming Ambassador from the casino frontline department about the facilities and procedures.



RESPONSIBLE GAMING HONG KONG TRAINING TOUR

Sands China conducted a Responsible Gaming Hong Kong Training Tour for more than 50 Responsible Gaming Ambassadors from our properties. In support of the Macao SAR government's responsible gaming initiatives, the tour included visits to Hong Kong facilities that provide counseling and treatment services for problem gambling behavior, meetings with counselors who work with people dealing with gambling issues, and insights into financial and debt management strategies to people with gambling disorder. For example, ambassadors learned how to promote anti-gambling messages through the Anti-Gambling Ping Wo Truck and experience sharing on gambling disorder by peer counselors.


By establishing connections with Hong Kong's responsible gaming organizations, the tour

bridged resources between the two cities, enabling Sands China to improve its support for patrons and strengthen its responsible gaming initiatives in alignment with Macao's goals. The tour was part of the Sands Responsible Gaming Academy, a specialized unit of the Sands China Academy training and development program for team members. Plans are underway to establish Macao's first Responsible Gaming Academy in 2025. The vision of the Sands China Responsible Gaming Academy is to become a hub for the dissemination and exchange of responsible gaming knowledge in the region, aiming to cultivate industry professionals and through offering professional courses and research opportunities, striving to raise industry standards and foster the culture of responsible gaming in Macau.

COMMUNITY


We help our region overcome challenges and capitalize on opportunities by being a committed collaborator on pressing issues and needs. Through investment of our funding, time, expertise and resources, we build dedicated, long-term partnerships to ensure our community thrive.

AREAS OF FOCUS




Corporate Giving

We provide philanthropic funding and in-kind support to nonprofits and community causes.



Capacity Building


We help community partners further their missions by working to build their capabilities.



Volunteerism


Our team members provide valuable community service to aid people in need and important causes.

MATERIAL TOPICS




Hardship Relief

Invest in solutions to create resiliency for people in need




Community Partner Advancement

Build the capacity of nonprofits to increase their impact



Culture and Heritage

Preserve our region's unique traditions and arts contributions and promote them on a global stage



Education

Advance learning and mentorship opportunities to remove barriers and build the workforce of the future



UN SDG ALIGNMENT



2 ZERO HUNGER

Zero Hunger



4 QUALITY EDUCATION

Quality Education



11 SUSTAINABLE CITIES AND COMMUNITIES

Sustainable Cities and Communities



17 PARTNERSHIPS FOR THE GOALS

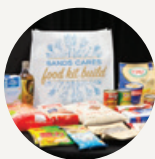
Partnerships for the Goals

APPROACH

Our work aligns the issues most relevant to our business with the specific needs of our region. The Sands Cares community engagement program spearheads our efforts by establishing a global view to shape desired impact and incorporating a local approach that our region addresses through its unique partnerships and investments.



PROGRAMS



SANDS CARES

Our community engagement program guides our efforts to help solve pressing issues, create resiliency and maximize the inherent strengths of our region.



SANDS CARES ACCELERATOR

Inspired by the entrepreneurial and philanthropic spirit of our late founder Sheldon G. Adelson, this developmental program helps rising nonprofits advance their capabilities for greater impact.

HARDSHIP RELIEF

From providing resources for disadvantaged people to critical relief in crisis situations, we are committed and collaborative partner in helping our region prepare for challenges and overcome adversity.

AT A GLANCE

PILLAR

Community

APPROACH

Hardship Relief

- Food Security**
Assist food-relief organizations with donations and program support
- Disadvantaged Populations**
Promote quality of life and access to basic services
- Disaster response and preparedness**
Help the community to prepare for, mobilize in and recover from emergencies

2025 TARGET

200,000

Volunteer hours

2024 PERFORMANCE

205,154

Volunteer hours since 2021

●●●

Achieved

At the crux of our local community engagement programs are the thousands of team members who augment our philanthropic giving with their time and talents to serve the missions of our nonprofit partners. Our Sands Cares volunteer corps represent the culture of giving we have established in our region and team members continue to embrace volunteerism with enthusiasm and passion.

In that spirit, we surpassed our original 2021-2025 community service ambition of 110,000 volunteer hours by 57% at the end of 2022. Last year, we restated the goal to 200,000 community service hours contributed by 2025, and our team members responded to the call. As of 2024, we have contributed 205,154 volunteer hours surpassing our restated goal of 200,000 volunteer hours by end of our reporting cycle.

Accomplishments

Under the hardship relief umbrella, we prioritize access to basic human needs such as food, support for disadvantaged people in Macau, and crisis preparation and response.

Food Security: Our priority on addressing hunger in our region comes together in the annual Sands Cares Global Food Kit Build. In 2024, Sands China hosted the third annual Sands Cares Global Food Kit Build to benefit community partner Caritas Macau. The initiative supports elderly residents, economically disadvantaged families, food bank recipients, and others in Macao. Over 280 team members from Sands China and senior volunteers from Caritas Macau’s Centro de Cuidados Especiais Longevidade assembled 3,000 food kits, each containing 18 essential food items such as oil, rice, macaroni, canned food, and biscuits.

These kits comprising 21,000kg of food in total were distributed at Caritas Macau service points. We continued donating surplus food to community partners as part of our food management initiatives. Since 2022, Sands China has been a supporter of the Macau EConscious Community Fridge project, donating over 1,700 kg of surplus bread and pastries to this local green enterprise. This initiative, as part of Sands China’s broader commitment to sustainability and community support, helps ensure that excess food reaches those in need rather than going to waste.



CELEBRATING 15 YEARS OF COMMUNITY VOLUNTEERISM IN MACAO

In 2024, Sands China celebrated the 15th anniversary of its Sands Cares Ambassador Program, which provides team members with volunteer opportunities to serve the Macao community. Since 2009, the ambassador corps has grown to more than 3,600 members who have supported treasured annual volunteer traditions and engagements that have delivered 310,000 volunteer hours to local community organizations.

Highlights this year included inviting about 90 underprivileged family members from the Women’s General Association of Macau, the Macau Federation of Trade Unions, and the General Union of Neighbourhood Associations of Macau, to experience recreational facilities at The Venetian Macao and The Parisian Macao.

This initiative aimed to provide quality parent-child time for families, bringing joy and happiness to the local community.

Sands China made a donation of US\$37,500 to support the 55th Charity Bazaar and the 2024 Charity Run of Caritas Macau. Once again, our Sands Cares Ambassadors participated in these two events to help raising funds for the social enterprise, Caritas Macau’s AgEnrich Senior Service. It is the 21st year that the Company is donating and supporting Caritas Macau to aid local home-based elderly care and implement social services in the community. In addition, nearly 200 Sands Cares ambassadors participated in the Peng On Tung Tele-Assistance program, continuing a 15-year tradition of providing services to older community members during Chinese New Year.



THE MACAU CRUISE TOUR

Sands China invited families from the General Union of Neighbourhood Associations of Macao's Mong-Ha Community Centre, a long-established organization in Macao, that provides education and community services to child and elderly, to enjoy the inaugural sailing of Cotai Water Jet's new Macau Cruise Tour. This special invitation provided the families with a unique and memorable experience, as they explored the ship and learned about the responsibilities of the crew during the voyage. The families had the opportunity to visit the ship's bridge, where the captain explained his duties and the functions of various systems, including control tools, radar, and electronic maps.

This hands-on experience not only educated the participants about maritime operations but also highlighted the importance of safety and emergency response procedures. The Macau Cruise Tour is a testament to the Sands China dedication, fosters a sense of inclusion and provides lasting memories for disadvantaged families in Macao. The Company remains dedicated to promoting Macao's diverse cultures and supporting the Macao government's promotion of maritime tourism.

needed. To facilitate frequent blood donations, we installed special cabling at the Parisian bus depot, ensuring easy access for donors. Our efforts were recognized with an award for "Organizations with the Highest Number of Blood Donor". Through these initiatives, Sands China remains dedicated to supporting disaster response and preparedness in our community.

Our signature disaster response and preparedness event is the annual Sands Cares Global Hygiene Kit Build with Clean the World. For the 11th year running, we again held our signature Sands Cares Global Hygiene Kit Build with Clean the World. In 2024, Sands China assembled more than 30,000 hygiene kits containing soap that has been collected from our integrated resorts and then recycled and sterilized through Clean the World's remanufacturing process. Since inception in 2014, the Company has packed 385,700 kits.

In addition to the global kit build, more than 90 Sands Cares ambassadors assembled 1,500 emergency response kits for Macau Red Cross and assisted with disaster prevention workshops at two local schools. This initiative aims to enhance community's awareness and precautionary measures before natural disasters and during emergency situations. It is the sixth year in a row that Sands China has worked with the Macau Red Cross on this program, which has thus far benefited 5,900 households.

For the first time, Sands China delivered the emergency response kits to nine local schools in low-lying areas of Macao that may be affected during storm surges. This initiative aims to include younger children of primary grades and their families, thereby enhancing students' awareness of disaster prevention and teaching them how to handle emergency situations at home from an early age.

Disadvantaged Populations: As part of Sands China's long-time partnership with Fuhong Society of Macao, Sands Cares Ambassadors volunteered at the organization's Happy Market Social Enterprise where they categorized and packaged second-hand items for sales to benefit people facing financial hardships. The market also supports people with disabilities by providing a range of job opportunities.

In 2024, Sands China continued a 15-year tradition of serving the elderly for Chinese New Year, with a visit of 200 Sands Cares Ambassadors. Company executives and other volunteer team members visited Seac Pai Van public housing to share the warmth of the festive season with around 150 elderly residents, all of whom are users of the Peng On Tung Tele-Assistance programme organised by the General Union of Neighbourhood Associations of Macau (UGAMM). The volunteers brought along cleaning supplies for their visit in order to clean and tidy up the homes of the elderly to welcome the year of the Dragon. Since 2010, Sands China provided donation to help Peng On Tung Tele-Assistance

programme to deliver value-added services for nearly 16,800 elderly people. Last year also marked 12 years of volunteer service for the Holy House of Mercy's Welfare Shop where Sands Cares ambassadors helped distribute more than 370 Chinese New Year food hampers to disadvantaged families. Since 2013, the Welfare Shop has provided monthly distributions of essential items to thousands of families facing financial difficulties, offering crucial relief from the rising cost of living.

Disaster Response and Preparedness: At Sands China, we recognize the importance of maintaining a robust and diverse regional blood supply to support community health. Our commitment to this cause is demonstrated through our regular blood drives, which provide a valuable resource for those in need. In 2024, we hosted several blood drives across our properties, and netted more than 270 units of blood from 329 participants. Beyond these drives, we actively monitor blood stock levels and coordinate with blood donation centers to address shortages. Blood donation centers also reach out to us when specific blood types, such as rhesus negative, are

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More information and data on **Community Outreach** can be found in the Appendix on page 84.

COMMUNITY PARTNER ADVANCEMENT

We are committed to helping the nonprofit and nongovernmental organizations that serve our community build their capabilities, infrastructure and services to increase impact. By leveraging our resources to help improve their outcomes, we work collaboratively to ensure our region maintains a strong social foundation.

AT A GLANCE

PILLAR

Community

APPROACH

Community Partner Advancement

- Capacity-Building Investments
Support infrastructure and provide platforms that enhance capability
- Skills-Based Consulting
Lend expertise to foster growth and development

In Macao, we have formed supportive partnerships with the nonprofit and nongovernmental organizations that are on the front lines of addressing challenges and helping ensure our region maintain a high quality of life.

Accomplishments

In 2024, we contributed to capacity building programs to help nonprofit partners grow.

Sands Cares Accelerator: The Sands Cares Accelerator is our flagship global program that invests in nonprofits over a three-year period in which they incubate a high-impact initiative with extended funding, structured guidance, and customized mentoring and consulting from Sands China. In 2024, our member Green Future made significant progress on its journey.

Green Future completed its final year of membership and will celebrate its graduation in spring 2025. The Macao non-governmental organization closed out work on its goal to establish the Sap Fong environmental social enterprise, which provides Macao businesses with waste sorting and recycling services, with a number of successes. For example, Sap Fong worked with us to collect and separate 573 kg comb items from our property hotel rooms. In 2024, we completed the first recycling trial. We will continue to collaborate with Sap Fong to explore other alternatives for recycling.

In addition, Green Future expanded its Doorstep Recycling Program for residential and commercial clients, which includes the collection of various recyclables such as paper, metal, plastic, cooking oil and appliances. Green Future also provided training and support for recycling workers, and initiated new partnerships with large-scale public events and exhibitions.

Furthermore, Sands China collected unused bottles of shower gel, shampoo, conditioner, and used wooden cloth hangers, and distributed them to Green Future subscribers, promoting circularity. As part of their continued collaboration, Sands China invited Green Future to hold a Plastic-Free Shopping Road Show at its properties and promote its recycling services at the annual Sands

Shopping Carnival. Alongside our Sands ECO360 Ambassadors, Green Future demonstrated effective methods for recycling cardboard, plastic, and metal to exhibitors, providing them with practical knowledge and techniques for sustainable practices. Additionally, participants who visited a dedicated counter during the carnival were given used baskets and weighing scales to take home.



INVESTING IN LOCAL BUSINESSES TO REVIVE A HISTORIC NEIGHBORHOOD

In 2023, Sands China launched the Community Revitalization Program, which focuses on revitalizing aging districts, attracting tourists to these areas and fostering business opportunities. One of its key initiatives in 2024 is the Entrepreneurship Recruitment Programme for Rua das Estalagens, which funds innovative ideas from Macao entrepreneurs interested in establishing businesses on the historic street.

Combining Sands China’s priorities on local business development and community revitalization, the Rua das Estalagens programme aims to revive the street’s vibrancy by investing in local enterprises to launch businesses there. During the registration period, the Company provided various types of support to help applicants develop ideas and prepare business plans, including a briefing session about the program, a technical exchange seminar explaining the procedures of starting up different types of businesses, a Rua das Estalagens Open Day showcasing all the available shops for lease, and entrepreneurial training courses on writing business plans and enhancing pitching skills.

These activities attracted more than 600 participants.

After reviewing 120 proposals that met the program’s criteria, Sands China selected seven catering and retail businesses to receive subsidies up to US\$125,000 each to start businesses on the historic street. Among the seven awardees is Glow Gelato, a new Italian ice cream shop set to delight visitors with fresh and unique flavor combinations. The team behind Glow Gelato has studied gelato making in Italy and obtained certifications, ensuring an authentic and high-quality experience for customers. The Community Revitalization Program is a platform for innovation and entrepreneurship in the community, which shows the Company’s dedication to build an innovative culture to support and advance sustainability efforts in the Macao region.

The Community Revitalization Program supports Sands China’s innovative culture, where we provide resources and create a platform for innovation that offers financial assistance, knowledge and skills to local businesses. We continue to collaborate and cultivate external relationships with the community to advance sustainability efforts.

CULTURE AND HERITAGE

Our resorts reside in a global tourism destination with rich cultural landscapes and unique heritage that defines the region. We are committed to preserving and advancing our local arts community, traditions and celebrations by investing in its success and bringing it to life on a global stage.

AT A GLANCE

PILLAR



Community

APPROACH



Culture and Heritage

Arts Promotion

Invest in programs that showcase and advance local artists and offerings

Local Asset Preservation

Perpetuate the region's unique culture, identity and heritage

Accomplishments

In 2024, our properties in Macao continued promoting local region's cultural assets, events and landmarks through a variety of initiatives.

Arts Promotion: As part of the Sands Performing Arts program, which promotes art appreciation and supports Macao's tourism industry, Sands China hosted a series of showcases focusing on traditional Chinese arts and promoting local artists. In 2024, we presented the "70 Years Back in Time – Rachmaninoff", co-organized with the Cultural Affairs Bureau and the Macao Orchestra. The concert showcased musical talents and classical music. Sands China also hosted an exclusive piano masterclass with renowned pianist Lise de la Salle. This masterclass provided an opportunity for 80 aspiring music enthusiasts to gain invaluable insights and experiences.

In addition, the Sands Performing Arts program presented the "The Journey of a Legendary Landscape Painting" – "A Panorama of Mountains and Rivers" in celebration of the 75th Anniversary of the Founding of the People's Republic of China and the 25th Anniversary of Macao's Return to the Motherland. In addition to these celebrations, Sands China brought a new outdoor concert series named "Classics Reimagined: Golden Hour Harmonies" in celebration of Macao's designation as a Culture City of East Asia 2025. The concert inspired young musical talents in Macao and also supports the Company's Community Revitalization Programme and Performing Arts Programme.

Since its launch in 2022, Sands Gallery presented Macao's first Japanese Contemporary Art Exhibition in 2024, featuring over 90 captivating artworks by six renowned contemporary Japanese artists. Since its launch in 2022, Sands Gallery has been



REVITALIZING BELOVED COMMUNITY LANDMARKS

To aid in preservation of Macao's heritage, Sands China launched the Community Revitalization Series, which aims to rejuvenate historical and cultural areas in Macao and deliver a variety of entertainment, attractions and activities to celebrate the rich history of cherished local landmarks. From featuring creative installations at Iec Long Firecracker Factory and the Taipa Houses Museum to highlighting the garden ambiance and natural ecology of the venues, the

revitalization projects transformed these local landmarks into bustling destinations for both residents and visitors. Under the overarching theme of "Reshape. Rejuvenate. Reimagine", the goal of the revitalization program is not only to preserve and promote these historic districts while maintaining their cultural context within the community, but this impactful mission also aims to foster local growth.

dedicated to enriching Macao's cultural landscape by introducing a wide variety of art exhibitions and promoting the sustainable development of the local art and cultural industry. Sands China, in collaboration with the Chinese Modern Art Archive (CMAA) of Peking University and supported by the Macau University of Science and Technology (MUST), presented an exhibition that offered an overview of Chinese contemporary art from 2005 to 2022. This exhibition features original works by 28 artists.

The Company also sponsored the Asian Film Awards Academy, which enlisted world-class film professionals as mentors to provide specialized guidance to aspiring filmmakers. After a rigorous selection process with 550 applicants, 16 participants were able to nurture their creative potential, and eight winners received funding for their short films. Furthermore, winners will have the chance of showcasing their produced short films in international film festivals abroad, while Sands China enables talented future filmmakers to be in the limelight internationally. Also sponsored this year was the 2nd New Art Studies in Filming – Micro Movie Support Program, supporting another set of five local filmmakers. Finally, our resorts also support a variety of local arts events. Sands China hosted performances for both the 34th annual Macao Arts Festival and the 36th Macao International Music Festival and also co-

presented the first Macao International Children's Arts Festival, which drew 63,000 visits. Attractions included a local youth music celebration, as well as an event to promote Macao's Cultural Centre Plaza as part of Sands China's community revitalization project.

Local Asset Preservation: Supporting local traditions, celebrations and landmarks is also a primary focus for our Macao properties. We hosted Chinese and Lunar New Year celebrations. In 2024, Sands China held the Dragon Boat Benediction Ceremony at the Nam Van Lake Nautical Center, marking the start of the annual Macao International Dragon Boat Races. The ceremony featured the traditional eye-dotting ritual, symbolizing the awakening of the dragon boats' spirits. Five teams from Sands China, comprising 72 athletes, competed in the races, including both Male and Female Standard and Small Dragon Boat Races.

Sands China organised the annual Macao International 10K which drew nearly 10,000 runners from 48 countries. More than 400 team members, community partners and Sands Cares Ambassadors participated the 10K as part of the Sands China team. In addition, the company collaborated on event plans with several local SMEs to help them gain experience and showcase their work to build Macao's sports industry capabilities.

EDUCATION

We are committed to advancing educational opportunities for all and helping underrepresented groups overcome barriers to build a thriving workforce of the future.

AT A GLANCE

PILLAR

Community

APPROACH

Education

- Mentorship and Skills Development**
Empower students, at-risk youth and people with special needs
- Educational Resources and Infrastructure**
Ensure access to knowledge tools and advance educational systems

In line with our priority on workforce development, we work with our community to ensure a strong educational foundation that creates pathways to higher education, vocational training and jobs. The initiatives we support empower youth during their formative school-age years and ensure all students have the resources they need to develop their skill sets and advance academically.

Accomplishments

We customize our educational engagements to address the specific needs of our region. We engage in a wide variety of programs, from improving educational resources to increasing learning opportunities.

Mentorship and Skills Development: Sands China fully supports young people in exploring broader career paths. In 2024, Sands China participated in an exchange with Malaysian academics organized by the Education and Youth Development Bureau of the Macao SAR Government (DSEDJ). Participants toured The Parisian Macao to explore our operational models, and we introduced our business development strategies and young talent development programs. Through this opportunity, we hoped to deepen Malaysian academics’ understanding of the core operations of a large-scale integrated resort and enhance the educational exchange between Macao and Malaysia.

Sands China and the Macau University of Science and Technology (M.U.S.T.) have co-organized culinary demonstration workshops for the fifth consecutive year in 2024, during which three chefs shared their expertise by showcasing distinctive Korean and Turkish dishes to students from the Faculty of Hotel and Tourism Management. Moreover, 46 students from Jiangmen Wuyi

University visited us to explore management practices, touring the Mechanical, Electrical, and Plumbing (MEP) operation Department for insights into facilities management. Finally, the Sustainability team at Sands China held programs to educate students about environmental considerations, with more than 770 participants from 21 schools and institutions visiting the resorts in 2024.

Educational Resources and Infrastructure: In 2024, over 200 participants including Sands China team members and retired members in the Company’s Golden Age Programme and their families, along with interns from various colleges and universities, and members of the Macao Federation of Trade Unions and the General Union of Neighbourhood Associations of Macao, enjoyed a private screening of the film “Little Boyhood” at Cinema Alegria, organised by Sands China as part of the Company’s ongoing professionalism

education efforts. The event was aimed at inspiring patriotism, strengthening understanding of China’s history and culture, and promoting traditional Chinese values. Furthermore, we organized a tour of the Macao Museum of Art’s Splendour of Chinese Bronzes: Masterpieces’ exhibition for around 30 team members. The exhibition presented over 150 bronze works from the collection of the National Museum of China, and team members gaining an in-depth understanding of the origins of Chinese civilization. Furthermore, we also aim to help educational organizations build and maintain supportive resources and instructional systems. Sands China’s construction of the primary school in the Xiushui county of Jiangxi province was completed this year.



BUILDING EDUCATIONAL INFRASTRUCTURE IN RURAL CHINA

In support of China’s rural revitalization efforts, Sands China collaborated with China Civil Engineering Construction Company (Macao) Ltd. (CCECC) to fund construction of a new school in the Xiushui County, Jiangxi Province. The Aoyi Primary School provides a much-needed educational facility for local children replacing a campus that had limited space, insufficient number of functional classrooms and sports facilities that failed to meet standards.

The previous school building was situated at the base of a hill, posing a potential danger to students, especially during storms. The new Aoyi Primary School, now in a safer location, covers a construction area of about 1,700 square metres.

The addition of the school gives school-aged children in the surrounding villages and towns critically needed access to education. At a special ceremony to hand over the school, Sands China joined CCECC and government representatives to commemorate this crucial step in creating a more conducive learning environment for local children. Sands Cares Ambassadors also distributed school supplies and sports equipment for the school, while they had a chance to interact with the students at the new school’s classrooms and playground. The project reflects Sands China’s commitment to enhancing educational infrastructure and fostering long-term economic and social development in the region.

GOVERNANCE



GOVERNANCE

We are deeply rooted in transparency to our stakeholders and accountability for our actions. The high bar we place on responsible and ethical business performance upholds the foundational structure for the support we give to our People, the impact we make in our Community and our commitment to protecting the Planet.



APPROACH

Our extensive system of policies, procedures and oversight practices ensures we responsibly manage all aspects of our business and extended relationships.

OUR GUIDING PRINCIPLES

- We Respect Individuals**


We are a collaborative, ethical and trustworthy partner to our team members, guests, suppliers and business colleagues.
- We Protect our Company and Investors**

We diligently manage risk through a comprehensive system of reporting, controls and oversight.
- We Do Business Ethically and Legally**

Our Code of Business Conduct and Ethics ensures we act with integrity and meet our legal, fiscal and ESG responsibilities.
- We Enhance our Community**

We bring valuable tourism business to our region and invest in their continued strength.

MATERIAL TOPICS



Corporate Culture

Corporate Governance


Maintain a comprehensive structure to provide the backbone of our corporate responsibility commitment

Business Integrity

Implement controls and processes to ensure responsible and ethical performance

Risk Management

Establish the culture, capabilities, and practices to manage Company-wide risks



Responsible Business

Financial Crimes Prevention


Enforce a zero-tolerance policy for illegal financial activity

Privacy and Cyber Security

Protect the privacy and security of information through firm commitment to our systems and protocols

Political Engagement

Engage in ethical civic activities on behalf of the Company's interests



Supply Chain Management

Expectations and Monitoring

Ensure the highest level of ethics, fairness and protection in our supply chain

Capacity Building

Empower local businesses through training and growth platforms

Collaboration and Partnerships

Work with supply chain partners to drive positive impact on the environment and our community



Ambassador Suite at Four Seasons Macao

CORPORATE CULTURE

Our culture inspires and challenges people to continually strive for impeccable service quality standards and excellence through innovation and teamwork, and to have the courage to question conventional thinking in the hospitality industry, guided and supported all the while by the Group's values of fairness, honesty, ethics, and a commitment to sustainability for people, our community, and the planet.

AT A GLANCE

PILLAR



Governance

APPROACH



Corporate Culture

- **Corporate Governance**
Maintain a comprehensive structure to provide the backbone of our corporate responsibility commitment
- **Business Integrity**
Implement controls and processes to ensure responsible and ethical performance
- **Risk Management**
Establish the culture, capabilities, and practices to manage Company-wide risks

Business Integrity

We believe in doing business the right way – whether that's delivering unmatched guest service, being a collaborative partner or taking care of our team members. Reinforcing our commitment to doing what's right, our Code of Business Conduct and Ethics ensures we act with integrity and meet our legal, fiscal and ESG responsibilities. The Code of Business Conduct and Ethics applies to all Directors, officers – including our named executive officers – team members, consultants, vendors and agents of the Company, regardless of where they perform their work. We take ethical concerns very seriously and will not accept any misconduct. Supporting our overall Code of Business Conduct and Ethics, the Supplier Code of Conduct ensures our suppliers comply with applicable laws, codes and regulations for their business jurisdictions and meet our standards in the areas of protecting human rights, maintaining stringent health and safety practices and being responsible to the environment.

Enterprise Risk Management (ERM)

Sands China adopts the Committee of Sponsoring Organizations of the Treadway Commission (COSO) ERM framework and utilizes a methodology comprising risk identification, risk assessment, risk response, and risk monitoring and reporting. The Board of Directors and Audit Committee oversee establishment of the Company's risk strategies and objectives, including the Company's ERM process and activities, and are accountable for their effectiveness.

Identification of risk priorities is facilitated on an on-going basis through risk assessments conducted in collaboration with operational risk owners throughout the Company. Relevant risks are escalated to the risk inventory when appropriate. Risks escalated through the ERM process have formal mitigation plans that are reviewed and approved, with periodic updates provided on the progress of their implementation.

Corporate Governance

From oversight of governance practices by our Board of Directors to risk management protocols and procedures embedded throughout the organization, we ensure strict adherence to high standards of performance and responsible, ethical action in all facets of our business. Sands China is incorporated in the Cayman Islands and listed on the Stock Exchange. The Group is subject to licensing and control under applicable Macao law and is required to be licensed by the Macao gaming authorities to operate casino games of chance in Macao. Our Board of Directors and management team have a steadfast commitment to effective governance practices to fully and completely meet the requirements of these jurisdictions. Our corporate governance structure is defined and overseen by the Board, with our senior executives spearheading execution of, and accountability to our Board's defined standards and processes. At the Board level, Sands China has established the leadership capability and comprehensive controls to ensure we fulfill our primary directives – delivering strong business returns, driving sustainability and addressing stakeholder interests.



Wetland Biodiversity Photo Competition

OUR COMMITMENT TO INTEGRITY

Our commitment to integrity remained in 2024. The Choose Integrity campaign continued to be pivotal, reinforcing our dedication to our ethical practices and transparency. This year, we introduced new initiatives to further embed these practices into our culture. In addition to the video series, posters and other internal communication strategy was launched. These resources served as reminders and toolkits to empower our team

members to promote our strong culture of compliance. As part of this commitment, we also conducted the Ethical Culture and Compliance Survey, which aims to capture our team members' experiences, values, and perceptions of our work culture. Participation in the survey was significantly higher than in previous years' surveys; results and feedback are expected in early 2025.

87 More information and data on **Corporate Governance** topics can be found starting on page 87.

Risks with potential material impact on the Company are outlined in the Sands China Annual Report, which can be found on our website at <https://investor.sandschina.com/financial-information/annual-reports>. Non material risks that are not included in the ERM process are managed and monitored by the respective business units responsible for the identified area of risk. ERM Executive sponsors are responsible for setting the Company's risk appetite regarding the acceptable nature and extent of the risks to be taken to achieve strategic objectives and reporting priority risk issues that might require attention to the Board or its Committees.

The Audit Committee of the Board of Directors, which consists wholly of independent non-executive Directors, monitors the ERM process to ensure performance according to established strategies and objectives and addresses major risk exposures with management. The Audit Committee also annually assesses the steps management has taken to monitor, control and manage these exposures and evaluates the Company's risk assessment and risk management guidelines and policies.

Each Board committee monitors and addresses risks within the scope of its terms of reference and expertise. Audit Committee members meet regularly with executive leaders responsible for risk management in the areas identified as high risk to engage in ongoing dialogue, review risk audit findings, establish control systems, evaluate progress and assess emerging trends and developments to inform Company action.

The ERM program management team develops, oversees and executes the Company's ERM methodology. This team is structurally independent from business lines, ensuring risk management is embedded across the organization with clear accountability for implementation and oversight. We identify risk priorities on an ongoing basis through risk assessments conducted in collaboration with operational risk owners throughout the Company. Risk owners are responsible for embedding appropriate risk management process, practices and controls into day-to-day operations, foster a risk culture within their department or function, developing risk and performance metrics to measure, track and report on risk trends and identify emerging new risks.

ERM Executive Sponsors report priority risk issues that might require attention to the Board or Audit Committee. An ERM Committee, consisting of members of management from various departments, is responsible for assisting the Audit Committee with overseeing the ERM process and its implementation.



ESG OVERSIGHT

Governance of ESG matters begins at the highest levels of our Company, with overall responsibility under the purview of our Board of Directors. Our Directors and executives firmly believe good corporate governance is key to creating shareholder value and ensuring proper management of the Company in the interests of all stakeholders. The ESG Committee assists the Board with fulfilling its oversight responsibilities with respect to our ESG strategy and reporting. The ESG Committee reviews and assesses the Company's ESG goals, policies, programs and reporting, and briefs the Board on topics as deemed necessary. The Audit Committee oversees the overall ERM program (which includes all risks with ESG related risks in the risk inventory). The ESG Committee via the ESG program assesses and manages ESG risks. Priority risks (which may include ESG risks depending on materiality) will be escalated to the Audit Committee via the ERM program, while ESG risks will be assessed and managed by the ESG Committee.

The Remuneration Committee oversees the Company's remuneration policy and structure, including compensation and incentive programs. The ESG Committee regularly receives ESG training and information about ESG-related market trends. In 2024, the Board received updates on the Stock Exchange's new climate-related disclosure requirements and related Listing Rules. The Board provides overall direction for our People, Community and Planet corporate responsibility pillars and oversees our performance in these areas through the ESG Committee. Working with the Board and the ESG Committee, the ESG Executive Sponsors and the ESG Steering Committee are responsible for implementation of our ESG policies and programs. The ESG Steering Committee consists of members of management as appointed by the ESG Executive Sponsors. They are responsible

for assisting the ESG Executive Sponsors with overseeing the Company's ESG program and its implementation, and communicate with the ESG Executive Sponsors on key ESG-related matters.

Environment

Our governance practices in the area of environmental sustainability are guided by the Sands ECO360 global sustainability program, which integrates operational standards and procedures across all properties and businesses. Our ESG Committee is responsible for sustainability and climate related topics, projects and initiatives, and leads the ESG Executive Sponsors, the ESG Steering Committee and the Sustainability team by providing guidance and oversight.

Social

Governance of our People pillar initiatives in the area of workforce development falls under our Human Resources organization. Our world-class community engagement program Sands Cares, which guides our initiatives to address the health of our community, and our DEI program, are jointly managed by the Senior Vice President of Human Resources and Vice President of Corporate Communications and Community Affairs.

Governance

The broad range of checks and balances and practical governance policies and procedures are managed by our Legal and Compliance departments, under the leadership of our Executive Vice President, General Counsel and Company Secretary and Vice President and Chief Compliance Officer. The Company's ERM program is the responsibility of our ERM Committee, under the review of the Audit Committee on behalf of the Board. Supply chain-related ESG topics and risks are overseen by the Executive Vice President and Chief Financial Officer.

To ensure an effective risk culture throughout the organization, we have established and embedded strategies that include quarterly discussions on identified risks and associated mitigation plans, embedded corporate objectives around smart risk management practices as part of our performance management process and risk-driven criteria for developmental expenditures. As part of our performance management process, team members annually set incentive goals that must be aligned with the corporate objectives. These objectives include the use of smart risk management decision-making practices and therefore drive goal risk-related goal setting in relevant departments where material risks have been identified.

Annually, our internal audit department performs a compliance review to assess fulfillment of the Corporate Governance Code Provision D.2 issued by the Stock Exchange and the adequacy and effectiveness of the risk management process.

Our process for assessing and managing human rights risks can be found on page 80. Supply chain risk assessment can be found on page 93.

ESG Risk Assessment

As part of our ESG materiality assessment, we identify material ESG topics based on the relative significance of our Company's outward impact and the internal risk a topic may pose. This process utilizes risks that are part of our ERM program as well as the underlying topical assessments that support those findings and outline lower level risks, including assessment for environmental risk and human rights-related risks. More information on our materiality process can be found on page 53.

Environmental Risk Assessment: We conduct an environmental risk assessment, including climate-related risk evaluation, through processes aligned with best practices from the Committee of Sponsoring Organizations (COSO) Enterprise Risk Management and TCFD frameworks. The Sands ECO360 team executes risk assessments every one to three years and often more frequently, depending on emerging developments or changes in our business.

The environmental risk assessment process uses multiple methods to identify risks, including background research, ongoing risk monitoring and stakeholder engagement. We use publicly available tools, research-based GHG concentration trajectories and internal analysis to complete the assessment. We then assess environmental risks on five-point scales for likelihood and impact. Identified risks are either included in the ERM process or managed by the Sands ECO360 team, depending on their impact.

Results of environmental and social assessments are integrated into our ESG materiality assessment for further management of low-level risks. This process provides a foundation for developing strategies within the People, Community and Planet pillars of our corporate responsibility platform. Each strategy is supported by a topical brief, action plan, ESG benchmarking and other mitigation tools, as needed. Where appropriate, we also have developed specific goals to address priority issues.

Climate Risk and Opportunities: We conduct climate-related risk evaluation as part of our management of environmental risk and in coordination with the ERM process. We assess climate-related risks by identifying risk likelihood and potential impact in various time frames and climate scenarios, taking into consideration the most commonly disclosed climate-related risks. In 2021, we undertook an initial internal climate risk assessment, which considered the most commonly disclosed climate-related risks. Since 2022, we have augmented our qualitative evaluation with a third-party climate risk assessment model to prioritize climate-related physical risks, as well as refined our quantitative carbon price estimation methodology to improve our assessment of transition risks. We validate this initial assessment annually through publicly available climate risk assessment tools. Our detailed methodology, risk findings and mitigation efforts can be found in our low-carbon transition plan beginning on page 57.

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More information and data on **Low-Carbon Transition Plan** can be found on page 57.



RESPONSIBLE BUSINESS

A robust set of controls and processes reinforces our responsible business approach and is complemented by practices around privacy protection, cybersecurity management and political advocacy on issues affecting the health of our business.

AT A GLANCE

PILLAR

 Governance

APPROACH

 Responsible Business

- Financial Crimes Prevention

Enforce a zero-tolerance policy for illegal financial activity
- Privacy and Cybersecurity

Protect the privacy and security of information through firm commitment to our systems and protocols
- Policy Engagement

Engage in ethical civic activities on behalf of the Company's interests

TARGET

Maintain zero-tolerance for any violation of the Code of Business Conduct and Ethics and its guiding principles

2024 PERFORMANCE

100%

Achieved

Financial Crimes Prevention

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: customer screenings and due diligence, transactional controls, employee training, reporting and recordkeeping. 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

We are committed to protecting the privacy and personal information of our guests and team members. Through policies, standards and standard operating procedures, appropriate administrative, technical and/or physical safeguards are implemented and maintained in alignment with operational directives. We assess, test and monitor the effectiveness and suitability of the information security program safeguards on a routine basis, and evaluate and adjust the program as appropriate based on material changes in the Company operations and plans or other circumstances that may have a material impact on the program's performance.

In 2024, Sands China achieved ISO 27001:2022 Certification for Global Cyber Security Operations Center, Risk, Verification, and Project Management.

Our cybersecurity team continually aims to improve our services to meet and exceed the needs and expectations of our customers, while complying with relevant information security legislation and regulations.

Policy Engagement

Our commitment to business ethics includes compliance with rules, regulations and standards governing our interaction with government officials, including disclosure of any political contributions and expenditures. LVS' Policy on Corporate Political Contributions and Expenditures governs our corporate political contributions, membership and contributions to trade associations and other campaign expenditures.

89

More information and data on **Responsible Business** can be found on page 89.



SUPPLY CHAIN MANAGEMENT

Sands China's corporate responsibility commitment would be incomplete without responsible supply chain management as an extension of our dedicated efforts to address issues impacting the environment and local community. Our supply chain process ensures our standards are met and potential risks are mitigated.

AT A GLANCE

PILLAR



Governance

APPROACH



Supply Chain Management

- Expectations and Monitoring**
 Ensure the highest level of ethics, fairness and protection in our supply chain
- Capacity Building**
 Empower local businesses through training and growth platforms
- Collaboration and Partnerships**
 Work supply chain partners to drive positive impact on the environment and our community

To ensure suppliers meet our standards, supplier management teams visit selected suppliers to review their performance and detect signs of violations. For suppliers that operate in regions and product categories that are more prone to Supplier Code of Conduct violations, we enlist (accredited) third-party audit firms to conduct on-site audits. In 2024, we procured products or services from 2,584 unique suppliers. 469 were identified as critical following our annual risk assessment. We completed on-site audits of 67 of these suppliers and our independent third-party completed on-site audits for 10 identified suppliers.

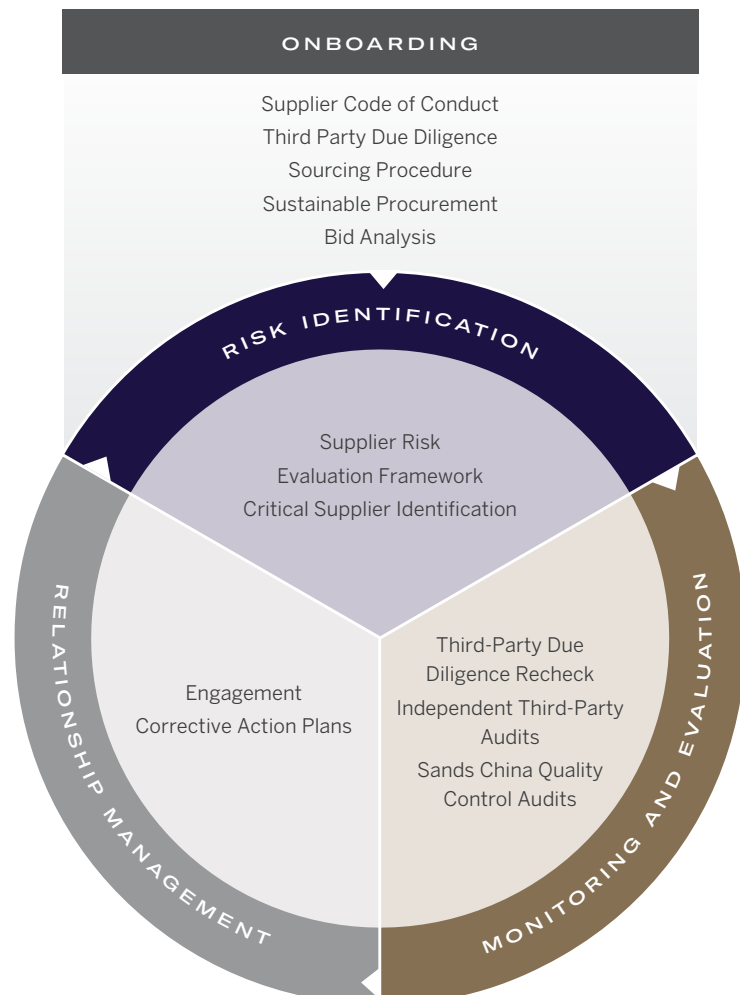
Capacity Building

We are focused on engagement strategies to promote strong relationship with local businesses and SMEs and have implemented a range of professional training and business development opportunities to help these businesses be successful in working with our Company or other large entities. As described in the supplier advancement section of this report on page 27, our strategy includes providing training and development through courses and other resources that help supplier and potential supplier build necessary skillsets and offer platforms that foster relationships and lead, ultimately resulting in business growth.

We maintain strict adherence to ethics, compliance and sustainability throughout our supply chain. Suppliers must meet the standards outlined in our Supplier Code of Conduct, which include expectations for ESG factors. We leverage our Sustainable Procurement Policy to source products and services that minimize environmental impact. We prioritize capacity building with our suppliers and working with local businesses, small and medium enterprises (SMEs)¹ as a catalyst for business growth in the community we serve.

Expectations and Monitoring

Our supply chain process ensures our standards are met through different phases of supplier engagement: onboarding; supplier screening; and performance evaluation and relationship management. Our Supplier Code of Conduct is communicated to every supplier and is affirmed through acknowledgment and/or contractual terms.



¹ SMEs include three types of local enterprises - micro companies, Macao young entrepreneurs and "Made-in-Macao" companies.

Focus on SMEs is one of Sands China's top initiatives, as they are especially vital to the Macao government's goal of creating diversity in employment and business prospects for local residents, young entrepreneurs and "Made-in-Macao". The Sands China's F.I.T Programme, launched in 2017, aims to target existing and new local suppliers with opportunities such as financial support, invitational matching sessions, SME Open Day, back of house roadshows, our Sands Procurement Academy and Sands Resort Incubation Center.

In addition, we have incorporated a session on ESG and XiaoHongShu Operations Strategy for Enterprises to our Sands Procurement Academy. These training modules aim to increase awareness on sustainability and ESG, and guide participating businesses on the impact areas of most importance to consider, which would help them identify potential new business opportunities, while driving business for sales and marketing advancement.

Collaboration and Partnerships

Sands China's procurement process takes into account the economic, environmental and social impacts of the products and materials used in the construction, operation, maintenance and renovation of our resorts. We strive to operate sustainably and source products that do not have harmful effect on human health or the environment, and thus benefit the community. Responsible sourcing is an integral part of the Sands ECO360 Global Sustainability program. To support this effort, we outline sustainability criteria for all products and materials and procure environmentally preferable and/or community lifting products and services in accordance with the criteria set forth.

For more information on the progress made in 2024, please see the **Materials and Resources** section on page 17.

100%

New suppliers screened and advised of our Supplier Code of Conduct

99%

Supplier conformance with ESG requirements in 2024 per third-party audit

93 Further information and data on **Supply Chain Management** can be found in the Appendix on page 93.



ESG INTEGRATION

Recognizing the importance of our supply chain as a factor in the sustained health of our business and the responsible performance of our Company, we fully integrate ESG protocols and standards into our supply chain management approach.

Environment

We leverage our Sustainable Procurement Policy to source products and services that minimize environmental impact, and our Engineering and Sustainable Development Standards guide the design and building of our resorts in a responsible and sustainable manner. We also focus on sustainable procurement and set internal targets to purchase sustainable products in categories such as seafood, vegetables, coffee, lighting, paints, adhesives and other categories that meet our business needs. For more information, please see Materials and Resources on page 17.

Social

Our comprehensive Supplier Code of Conduct establishes our standards for human rights and labor issues. Strict policies and procedures, such as our Human Trafficking Prevention Policy and Workplace Safety and Health Guidelines, govern

the sourcing process. We monitor and assess our suppliers for compliance with these expectations. We also employ region-specific strategies to make sourcing decisions in line with Company's goals for conducting business with local suppliers and SMEs and micro-enterprises, Macao young entrepreneurs and "Made-in-Macao" businesses. For more information, please see Supplier Advancement on page 27 and Human Rights on page 28.

Governance

Our compliance assessments and capability evaluations are important pieces of our supplier evaluation process. Ensuring our suppliers have solid foundational practices and are fit to do business sets up our relationships for long-term success. As an essential part of our Supplier Risk Evaluation Framework, we perform an annual risk evaluation and performance assessment of our top spending suppliers who conducted business with us in the past rolling 12 months. We also conduct on-site quality audit reviews performed by our team members, or invite a third-party consultant to perform social and security audits.

PANORAMIC VIEW

POWER IN OUR PEOPLE

ENGAGING TEAM MEMBERS TO ADVANCE OUR ESG INITIATIVES

When we rally our 27,248 team members to support our sustainability goals, we magnify our impact exponentially.

Their dedication to our environmental programs and community activations are the engine behind our progress in these areas. They embody the culture of advancement, service and inclusion that is the essence of the People pillar in our corporate responsibility platform. Entrenching our team members in all areas of our People, Community and Planet pillars scales our impact, and we work to educate and inspire them to accomplish our ESG initiatives within our Company – and beyond. These engagements foster an inclusive team member culture, develop the skills of the people most important to us, and provide valuable resources to make our community great places to live, work, and visit.



PLANET

Mobilizing for Environmental Impact

The Sands ECO360 team works to educate team members on the root causes behind environmental issues, foster appreciation for our planet's natural resources, and teach best practices for sustainability, both at work and at home.

To drive environmental engagement and education, Sands China hosts an annual Water Conservation Week for its team members. In 2024, more than 2,000 attendees learned about water pollution and practical water-saving tips through interactive activities and game booths. Team members participated in a learning session to discover information about water conservation.



Annie Pan

Head
Housekeeping

"There was a range of activities and a booth offering water-saving practical tips, knowledge sharing, and much more at the Water Conservation Week. I found myself engaging in the 'Flip and Learn' activity session to discover more about the importance of water conservation in my daily routine. I shared some water-saving tips to my family at home."



PEOPLE

Advancing our DEI Culture

Sands China EmpowHER program is a team member resource group for women, offering meaningful support in their professional lives, and enabling conversations and networks that motive and inspire them.

We officially launched EmpowHER at Sands China this past year. We hosted a fireside chat with our female Board member who shared her insights on balancing professional and personal life. A networking session with afternoon tea for our female team members was also offered at the end of the event. Going forward, EmpowHER members will be part of a growing network that nurtures relationships and opens new doors through networking and development, mentoring, and volunteering.



Dorothy Cheong

Manager
Information Governance

"It was a truly inspiring conversation and the room was full of positive energy. I am grateful for the opportunity to be an EmpowHER member, and I am looking forward to more activities in 2025 as we continue to empower women in our community."



COMMUNITY

Serving as Ambassadors for Good

For 15 years, Sands Cares ambassadors, Sands China's volunteer corps, have united team members from different departments and backgrounds in the common goal of serving the community.

Sands Cares ambassadors contribute their time to help disadvantaged people and support the work of social service organizations in Macao. Their tremendous enthusiasm for the Company's volunteer programs over the years illustrates an unwavering commitment to both the community and the Company, creating an important connection between Sands China and the Macao region.



Annie Lam

Director
Community Affairs

"Our Sands Cares Ambassadors have been walking with the community for 15 years. Our Company volunteers come from different departments, speak different languages and have diverse cultural backgrounds, but we all share a common goal, which is to spread our spirit of care and mutual support to every corner of the community."

PEOPLE

COMMUNITY

PROPERTY SPOTLIGHT

Our portfolio of iconic properties features luxury hotel accommodations, the latest in meeting and conference facilities, and a wide variety of entertainment amenities to attract an ongoing influx of leisure and business travelers. These multifaceted resorts support our region's stature as a global tourism and meeting destination and deliver significant economic benefits. From revenue generation and sustained job creation to financial opportunities for local businesses and philanthropic investments in community causes, our properties aspire to maintain a high quality of life in the region we serve.

SANDS CHINA

PROPERTIES

Sands[®] Macao (2004)
The Venetian[®] Macao (2007)
The Plaza[®] Macao (2008)
The Parisian[®] Macao (2016)
The Londoner Macao[®] (2021)

ESG RECOGNITION

Dow Jones Sustainability Index, World
(2022, 2023, 2024)
Dow Jones Sustainability Index, Asia Pacific
(2021, 2022, 2023, 2024)
S&P Global Sustainability Yearbook
Top 1% for ESG Performance in both China edition and Global
edition of the 2024 Yearbook
FTSE4Good
(2018, 2019, 2020, 2021, 2022, 2023, 2024)
HKICPA 2024 Best Corporate Governance and ESG Awards
ESG Special Mention in the Hang Seng Index Category
Hong Kong Quality Assurance Agency
BBB+ Rating

CERTIFICATIONS

LEED Silver for Building Design and Construction
The Parisian Macao (2019)
Macao Green Hotel Gold
Sands Macao (2021), The Londoner Macao Hotel (2022), Conrad
Macao (2022), The St. Regis Macao (2022), Sheraton Grand Macao
(2022), The Venetian Macao (2024), The Parisian Macao (2024),
Four Seasons Hotel Macao (2024)
ISO 14001 Environmental Management System
The Venetian Macao, The Plaza Macao, The Parisian Macao, Sands
Macao, The Londoner Macao Hotel, The St. Regis Macao, Four
Seasons Macao (2024)

OVERVIEW

27,248 Team members
10,829 Hotel rooms and suites
154 Restaurants
1.6M Sq. ft. MICE space
25,351 Entertainment seats
2.1M Sq. ft. retail malls

9th Hong Kong Business Sustainability Index
Ranked 6th
5th Greater Bay Area Business Sustainability Index
Ranked 5th
4th Greater China Business Sustainability Index
Ranked 6th
4th Greater China Hotel Business Sustainability Index
Top 10 Ranking
2nd Global (Asia-Pacific) Business Sustainability Index
Ranked 6th
MSCI ESG Ratings
A Rating
ISS ESG Corporation
Earned "Prime Status" and "B" Rating in 2024

ISO 20121 Event Sustainability Management Systems¹
The Venetian Macao, The Parisian Macao (since 2014)
ISO 45001 Occupational Health and Safety Management Systems
Facilities (since 2018), Food & Beverage, Housekeeping, Procurement
and Supply Chain, Security (since 2020), Table Games, Slot (2022),
Cage (2023), Conventions & Exhibitions, IT, Mall Management and
Retail Development, Event Development and Management, and
Surveillance (2024)
ISO 27001 Information Security Management Systems
Sands China (since 2020)

¹ Our Green Meetings and Events program is managed through the application of our certified ISO 20121 Event Sustainability Management System.

2024 HIGHLIGHTS

HR AWARDS

Talent Development & Retention for Future Leaders

Association for Talent Development (ATD) 2024: Excellence in Practice Awards - Learning and Development

Employee Experience Awards 2024 (Singapore): Best Workforce Innovation - GOLD

Employee Experience Awards 2024 (Hong Kong): Best Campus Recruitment Strategy - GOLD; Best Digital Learning Transformation - GOLD; Best Employer Branding - SILVER; Best Organisational Upskilling & Reskilling Strategy - SILVER; Best Talent Development Strategy - SILVER; Best Workforce Innovation - SILVER; Best Family-Friendly Initiatives - BRONZE; Best Diversity, Equity & Inclusion Strategy - BRONZE

OneFLAG Awards 2024: Best HR Team; Best HR Program

Liepin 2024: Outstanding Talent Partner Award (Central and Southern Region)

Asia Best Workplace 2024 (Mainland China): Healthiest Employee

OHS Awards 2024: Occupational Safety and Health Improvement Project Award (Gold); Best Occupational Safety and Health Restaurant Award Group A (Silver); Best Occupational Safety and Health Restaurant Award Group B (Special Gold Award, Gold Award, Silver); Best Occupational Safety and Health Restaurant Award Category D (Silver); Best Occupational Safety and Health Restaurant Award Category E (Gold); Best Occupational Safety and Health Restaurant Award Category F (Silver); Outstanding Safety Performance Manager (Local Employees) Group A (Silver, Outstanding Award); Outstanding Safety Performance Manager (Local Employees) Group B (Bronze, Outstanding Award); Outstanding Safety Performance Manager (Non-Local Employees) Group A (Silver); Outstanding Safety Performance Manager (Non-Local Employees) Group B (Gold, Bronze); Outstanding Occupational Safety and Health Worker (Local Employees) Group B (Gold, Silver, Bronze, Outstanding Award); Outstanding Occupational Safety and Health Worker (Non-Local Employees) Group A (Bronze); Outstanding Occupational Safety and Health Worker (Non-Local Employees) Group B (Silver)

Employer Branding Creativity Awards 2024: Best Innovative Employee C&B Program; Best Innovative Employee Experience Program; Best Employer Brand Social Media; Best Campus Program

CPA Australia 2024: Recognized Employer Program (REP) Partner

Social Affairs and Culture (GSASC) 2024: Breastfeeding Friendly Workplace - Certificate of Commendation

Social Welfare Bureau - Community Mental Health Working Group 2024: Community Mental Health Partnership Program Commendation Ceremony

National Human Resources Innovation Competition 2024: Leading Brand in Outstanding Team in Human Resource Management; Leading Brand in Human Resource Digitalization Development; Leading Brand in Talent Development and Organizational Strategy; Leading Brand in Employee-Favorite Workplace and Leading Brand in Diversity and Inclusion Culture Development.

Team Member Experience

HRoot Awards 2024: Best Employers

Other HR Awards:

Macao Blood Transfusion Centre: Organization with the Highest Number of Blood Donors (2023)

OTHER

Responsible Gaming Indicator Accreditation: The Venetian Macao Casino (2022); The Londoner Macao Casino (2022); The Plaza Macao Casino (2023); The Parisian Macao Casino (2023); Sands Macao (2024)

2024

APPENDIX: ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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ABOUT THIS REPORT

We developed report content and defined topic selection by determining the most significant economic, environmental and social impacts to our business, industry and region, and incorporating stakeholder concerns and input. Detailed information of this materiality assessment is provided in the subsequent pages. This report has been reviewed by the ESG Committee and approved by the Board of Directors of Sands China.

Scope

This ESG Report covers performance highlights for 2024 and the full scope of activities consolidated for financial reported purposes are reflected, including of our five properties in Macao under financial control, 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. It does not include off-site support services, as they do not represent our core business or data from properties managed by hotel partners, unless specified.

Data in the report and appendix reflects calendar year 2024 or cumulative year-end data, unless otherwise stated. ESG reporting is aligned with our fiscal year and the publishing of our Annual Report. To align with the consolidated financial statements of SCL presented in US\$, we have converted amounts spent in local currency to US\$. The conversion of MOP amounts into US\$ amounts has been made at the exchange rate on December 31, 2024 using an exchange rate of 0.1250 unless otherwise indicated. Percentages may not add up to 100% due to rounding.

Assurance

Lloyd's Register Quality Assurance, Inc. (LRQA) has provided independent assurance of this ESG Report according to a limited level of assurance and materiality of the professional judgment of the verifier.

Scope 1 and 2 GHG emissions, energy, water, waste and air emissions data have been verified by LRQA to a reasonable level. Scope 3 GHG emissions and suppliers supported in corrective action have been verified by LRQA based on a limited level of assurance.

We believe the data in this report and appendix fairly represents our ESG performance and have not sought external assurance of all report data. LRQA's verification procedure is based on current best practice and is in accordance with ISAE 3000 and ISAE 3410. Assurance statements are available on our website at <https://www.sandschina.com/esg/download-reports.html>.



REPORTING FRAMEWORKS

GRI

This ESG Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. We reported on self-selected indicators for our material ESG topics. The GRI Index begins on page 101.

IFRS

Our low-carbon transition plan and climate-related risk disclosures have been prepared in accordance with the IFRS S2 Climate-related Disclosures Standard issued by the International Sustainability Standards Board. Additional details can be found on page 57.

HKEX

As a publicly listed company on the Stock Exchange, we adhere to the Listing Rules, including Appendix C2: Environmental, Social and Governance Reporting Code ("HKEX ESG Reporting Code") (formerly named as the Environmental, Social and Governance Reporting Guide). Additional details can be found on pages 98-100.

TCFD

We voluntarily aligned our climate-related strategy and disclosures with the Task Force on Climate-related Financial Disclosures (TCFD) framework developed by the Financial Stability Board for convenience of use by our stakeholders. Additional details can be found beginning on page 57.

STAKEHOLDER ENGAGEMENT

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 impact 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 ESG Stakeholder Engagement and Materiality Assessment Protocol provides procedures and guidelines for implementing stakeholder engagement across our region. The Global Chief Sustainability Officer (CSO) is responsible for the overall stakeholder engagement initiative, 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 include team members, guests, suppliers, investors, community partners and civic leaders, among others. In addition to formal engagement processes, we provide stakeholders with ongoing communication

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 assessing and validating our material ESG topics is conducted every one to 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 teams on development of engagement plans with each identified stakeholder 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 communications. 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.

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 as relevant or appropriate, Sands China commits to considering and assessing the views of stakeholders gathered during the engagement process.



The Residence at the Londoner Macao

MATERIALITY

In an effort to execute our sustainability due diligence, we assess and manage potential environmental risks associated with our operations by conducting regular assessments to identify sustainability risks and impacts throughout our supply chain, operations and services. Our materiality assessment identifies material ESG topics based on the relative significance of our Company’s impact on the world. Understanding this universe of topics guides the strategic direction of our program and drives our disclosure efforts.

We manage our materiality process on a cycle aligned with development of our five-year strategy, ambitions and targets. The five-year materiality assessment process includes an annual review of emerging topics for consideration or prioritization shifts. We conduct a more comprehensive mid-point check-in with a robust stakeholder engagement and sentiment analysis, then make updates to the matrix disclosed in the ESG Report. Our process aligns with the concept of double materiality, which analyzes sustainability topics on both outward impact on the environment, society and economy, and inward impact on the Company.

Process

In the realm of sustainability due diligence, we assess and manage potential environmental risks associated with our operations. We conduct regular assessments to identify sustainability risks throughout our supply chain, operations and product offerings.

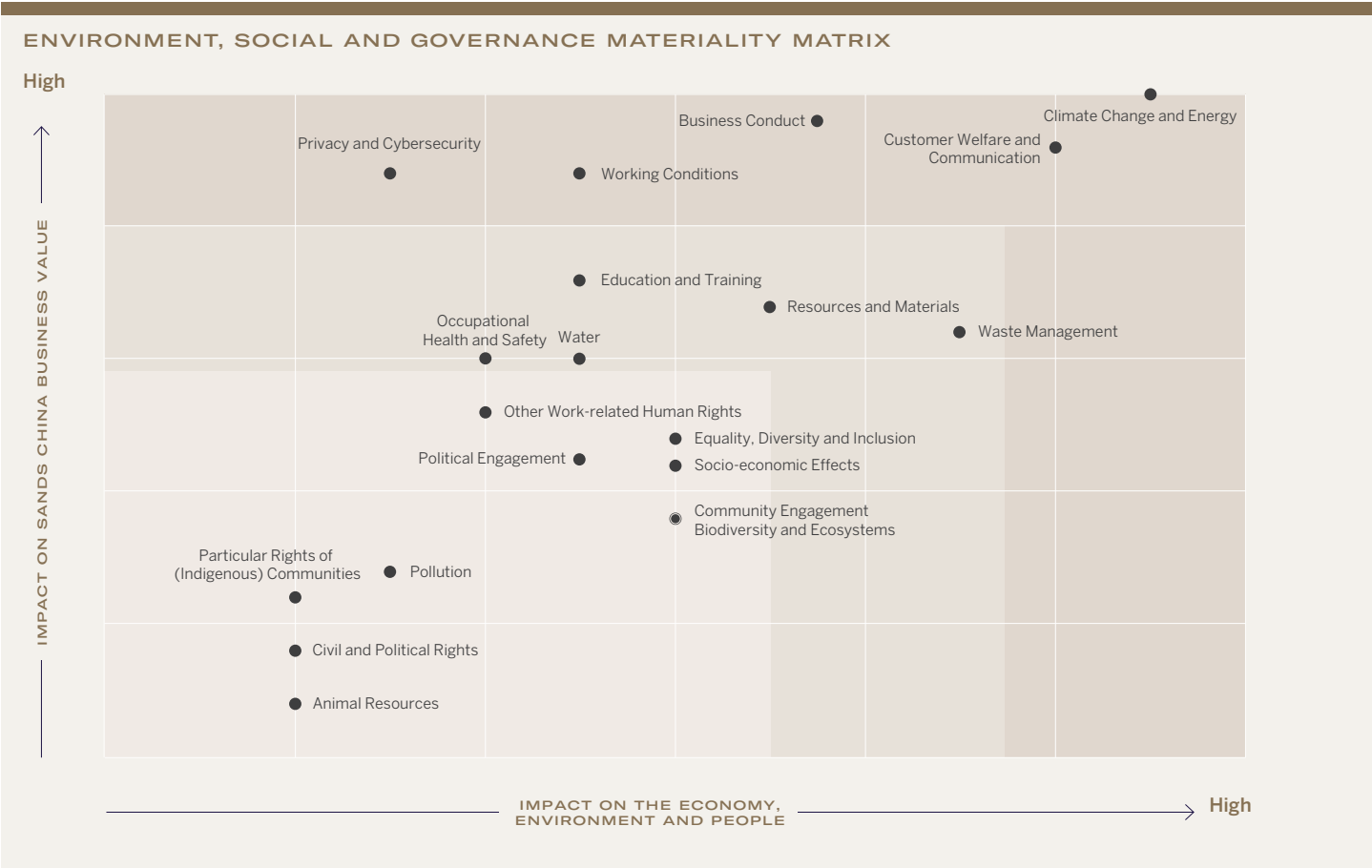
Utilizing a broad long list of 20 ESG topics defined by various external frameworks and thought leaders, we assessed our outward and inward impacts. With the assistance of a third-party, we undertook a desktop research to

assess both outward and inward impacts across various sources, including peers, ESG leaders, investor ESG rating and rankings, trend reports, media coverage and internal documents. Complementing this research, we conducted stakeholder engagement to gain a deeper understanding of internal and external perceptions. We identified relevant stakeholders and rights-holders for the assessment and used various engagement methods, including surveys, focus groups and interviews.

We translated information from desktop research and stakeholder engagement into a numeric scoring scale. To determine inward impact, we combined our Company’s risk assessment, internal stakeholder engagement and desktop research. We determined outward impact using desktop research and stakeholder engagement results. We also documented stakeholder perspectives to be used internally in identifying trends over time.

Using scoring results, we determined a threshold for prioritizing the top 10 topics by combining the top 25% of issues from each axis with issues of high stakeholder importance. We then reviewed and validated findings with select executives and determined the threshold by which we consider topics to be material. We presented the final results to the ESG Committee of our Board of Directors, who approved the materiality assessment.

We review our materiality assessment annually to identify and assess emerging topics or significant changes to issue prioritization. This annual process considers feedback collected through Company-wide stakeholder engagement, desktop research and evaluation of our progress on the indicators disclosed in this ESG Report.



This ESG report uses certain terms, including those that the GRI Standards or TCFD framework refer to as material topics, which reflect the issues of greatest importance to our region and stakeholders. Used in this context, these terms are distinct from, and should not be confused with, the terms “material” and “materiality” as defined by or construed in accordance with applicable laws and regulations or as used in the context of financial statements and reporting.

2024 Adjustments

As part of our annual materiality review, we collected and evaluated stakeholder feedback from investor meetings and team member surveys, reviewed relevant external research and framework development, and performed a peer assessment. Findings validated the materiality matrix published in our 2023 report; therefore, our material topics remained the same in 2024.

In 2025, we will reach the end of our 2021–2025 reporting cycle. As defined in our materiality process, a comprehensive assessment is planned to reevaluate material topics, define our corporate responsibility platform and set our strategy for the 2026–2030 reporting cycle.

Issue Management

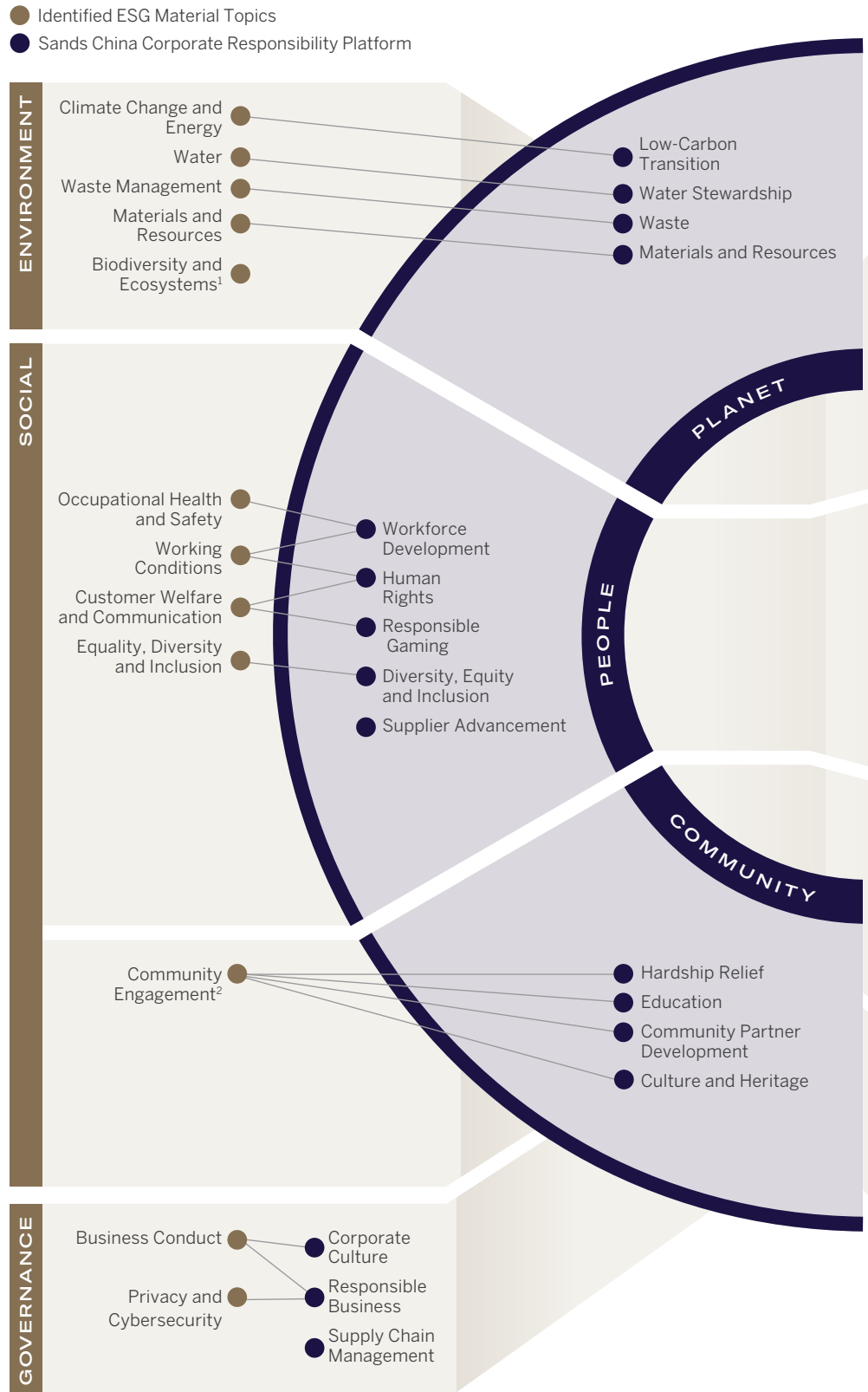
The ESG topics identified through our materiality process are prioritized for management and disclosure. Topics are mapped to our corporate responsibility platform, ensuring they are reflected in our strategy and addressed in our ESG Report.

An overview of our Company's impact related to each element of our strategy can be found in the graphic to the right. We provide the scope of each impact, including whether the impact is made directly by the Company and our subsidiaries or indirectly through our suppliers and partners.

Human Rights

We understand that a materiality assessment must evaluate our activities and business relationships to capture their impact on the economy, environment and people, including human rights, so that we can prioritize areas of concern for mitigation.

Currently, our assessment captures two salient topics in the area of human rights: human trafficking and discrimination and harassment. In addition, other topics represented in our platform are directly or indirectly related to human rights. Related topic areas include workforce development, diversity, equity and inclusion; sourcing; low-carbon transition; water stewardship and biodiversity, and supply chain management. In alignment with our Human Rights Statement, we assess the potential for additional human rights impacts on regular basis.



¹ Biodiversity is an emerging topic that previously has been addressed under other material topics; we are in the process of formulating our approach.

² Community engagement is a critical area of our ESG strategy. However, not considered a top 10 material ESG topic in our materiality assessment.

⊕ Positive impact ⊖ Negative impact ⊕⊖ Positive and negative impact ⊗ Potential human rights impact

PLANET	OUR IMPACT	CONTRIBUTORS
Low-Carbon Transition	⊕ ⊗ Our resorts encompass millions of square feet of building space that require energy to operate, resulting in GHG emissions.	Direct <input checked="" type="checkbox"/> Suppliers <input checked="" type="checkbox"/> Partners <input type="checkbox"/>
Water Stewardship	⊕ ⊗ Water is integral to the experience we strive to create for our guests, and we rely on it in our operations and to cool our buildings.	Direct <input checked="" type="checkbox"/> Suppliers <input type="checkbox"/> Partners <input checked="" type="checkbox"/>
Waste	⊖ Our resorts generate diverse waste streams with the largest amounts of waste in the areas of food service, general operations and construction.	Direct <input checked="" type="checkbox"/> Suppliers <input type="checkbox"/> Partners <input type="checkbox"/>
Materials and Resources	⊕ We procure thousands of products and services to support the guest experience and maintain our buildings and operations. Historically, plastics and packaging have been ubiquitous in hospitality environments.	Direct <input checked="" type="checkbox"/> Suppliers <input checked="" type="checkbox"/> Partners <input type="checkbox"/>
Biodiversity	⊕ ⊗ Products we purchase are at risk of causing harm to biodiversity through deforestation and ocean health.	Direct <input checked="" type="checkbox"/> Suppliers <input checked="" type="checkbox"/> Partners <input checked="" type="checkbox"/>
PEOPLE	OUR IMPACT	CONTRIBUTORS
Workforce Development	⊕ ⊗ We employ large numbers of people, thereby supporting their livelihoods and impacting their lives. As such, we have a responsibility to address and mitigate impacts and are committed to elevating our team members and the workforce in our industry and region.	Direct <input checked="" type="checkbox"/> Suppliers <input checked="" type="checkbox"/> Partners <input type="checkbox"/>
Human Rights	⊕ ⊗ As we are a large-scale integrated resort operator, we have identified human trafficking and discrimination and harassment as potential human rights risks.	Direct <input checked="" type="checkbox"/> Suppliers <input checked="" type="checkbox"/> Partners <input type="checkbox"/>
Responsible Gaming	⊖ Our business provides opportunities for guests to participate in gaming activities, which could have negative consequences for participants who engage in risky behavior.	Direct <input checked="" type="checkbox"/> Suppliers <input type="checkbox"/> Partners <input type="checkbox"/>
Diversity, Equity and Inclusion	⊕ ⊗ We have a responsibility to foster an inclusive culture at our resorts and with our team members, suppliers and community partners.	Direct <input checked="" type="checkbox"/> Suppliers <input checked="" type="checkbox"/> Partners <input checked="" type="checkbox"/>
Supplier Advancement	⊕ We utilize our expertise and resources as a global company to help advance local businesses, by providing opportunities for skills development and avenues that promote growth.	Direct <input checked="" type="checkbox"/> Suppliers <input type="checkbox"/> Partners <input type="checkbox"/>
COMMUNITY	OUR IMPACT	CONTRIBUTORS
Hardship Relief	⊕ We help our region provide critical relief to people facing hardship and have formed deeply committed and long-standing partnerships with community organizations that address social issues.	Direct <input checked="" type="checkbox"/> Suppliers <input type="checkbox"/> Partners <input checked="" type="checkbox"/>
Education	⊕ We support efforts to empower youth during their formative school-age years and create opportunities for underrepresented groups.	Direct <input checked="" type="checkbox"/> Suppliers <input type="checkbox"/> Partners <input checked="" type="checkbox"/>
Community Partner Advancement	⊕ We place a high priority on empowering the advancement of non-profit organizations by helping to increase their impact in the local community.	Direct <input checked="" type="checkbox"/> Suppliers <input type="checkbox"/> Partners <input type="checkbox"/>
Culture and Heritage	⊕ In appreciation for the strengths of the community that host and inspire our resorts, preserve and promote their unique strengths, cultural assets and traditions.	Direct <input checked="" type="checkbox"/> Suppliers <input type="checkbox"/> Partners <input checked="" type="checkbox"/>
GOVERNANCE	OUR IMPACT	CONTRIBUTORS
Corporate Culture	⊕ Our Company's processes and procedures set forth by our Company drive an environment of high performance and responsibility.	Direct <input checked="" type="checkbox"/> Suppliers <input type="checkbox"/> Partners <input type="checkbox"/>
Responsible Business	⊕ Non-compliance with our standards, policies and procedures has the potential to create unethical business relationships and economic impact.	Direct <input checked="" type="checkbox"/> Suppliers <input checked="" type="checkbox"/> Partners <input type="checkbox"/>
Supply Chain Management	⊕ ⊗ Business relationships with high-risk and disreputable suppliers have the potential to impact the environment and local community.	Direct <input checked="" type="checkbox"/> Suppliers <input type="checkbox"/> Partners <input type="checkbox"/>

ENVIRONMENT



MANAGEMENT APPROACH

LOW-CARBON TRANSITION PLAN

In 2021, we began to evaluate climate-related risks and opportunities for our Company, and published our first TCFD Index on the relevant findings for our Company. Since then, we have reviewed and refined our analysis annually to incorporate the latest climate science data and address changes in our business operations. In this section of the ESG Report, we publish our first climate transition plan which defines the time-bound actions we are undertaking to achieve an emissions-reduction trajectory aligned with limiting global warming to 1.5°C. In addition, we combine our TCFD Index and transition plan for our inaugural disclosure in alignment with the IFRS S2 Climate-related Disclosures.

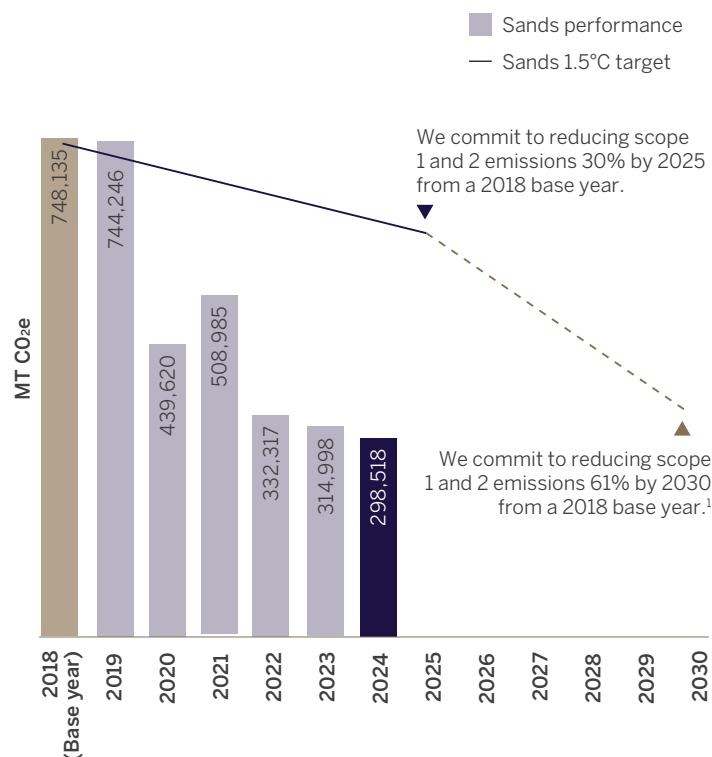
Governance

IFRS S2: 6 | HKEX D: 19 | TCFD: Governance

The Board of Directors has overall responsibility for the Sands China's ESG program and reporting. In this regard, the Board established an ESG Committee on April 16, 2021. The ESG Committee at the Board level ultimately oversees ESG related issues, including climate-related risks and opportunities. The ESG Committee assists the Board with fulfilling its oversight responsibilities with respect to our ESG strategy and reporting. The ESG Committee reviews and assesses the Company's ESG goals, policies, programs and reporting, and briefs the Board on topics as deemed necessary. The ESG Chairlady at the ESG Committee provides oversight of climate-related matters including climate change.

The ESG Committee regularly receives ESG training and information about ESG-related market trends. The ESG Committee also receive updates on low-carbon transition trends such as climate regulation and information about the Company's progress on science-based targets at least annually. The ESG Committee reviews the Company's low-carbon transition plan as deemed necessary. The Company also periodically apprises the ESG Committee of our performance on investor-related questionnaires that contain climate-specific information.

Working with the Board and the ESG Committee, the ESG Executive Sponsors and the ESG Steering Committee are responsible for implementation of our ESG policies and programs. Named department owners sponsor related goals, targets and programs. On behalf of the ESG Committee, the ESG Executive Sponsors, including the Executive Vice Chairman, the Chief Executive Officer and President, the Executive Vice President, General Counsel and Company Secretary and the Executive Vice President of Operations assist to review the Company's ESG program. This is to ensure that management is fulfilling its duties in achieving the ESG targets; and identify priority or material ESG issues that might require the attention of the Board or its Committees and report these accordingly.

Scope 1 and 2 Emissions Target and Performance (MT CO₂e)

Our Global Chief Sustainability Officer (CSO) reports to the LVS President and Chief Operations Officer (COO) and directs the Sands ECO360 global sustainability program, which encompasses the Company's low-carbon transition initiatives. Our Sustainability team is responsible for managing and implementing low-carbon transition initiatives at the property level, working closely with other departments as needed.

Impact and Risk

IFRS S2: 16 | HKEX D: 24-25 | TCFD: Strategy

Our materiality assessment process, which helps us determine key topics of focus in our strategy and disclosures, considers at both financial and impact materiality as defined by double materiality guidelines. We assess and monitor both the potential impact of climate-related risks on our Company and the outward impact our Company might have on the world. Currently, as determined by our ERM program, climate-related risks and opportunities do not reach the level of financial materiality for our Company. Although not required by IFRS S2 Standard, we disclose some climate-related risks and opportunities, as this information may be relevant to Company stakeholders.

Within our assessment of our Company's impact on the economy, environment and people, we determine that our low-carbon transition efforts are a key ESG topic for management and disclosure due to the impact of GHG emissions resulting from energy usage required to operate our resorts. More information on our materiality process can be found on page 53.

¹ We estimated our 2030 reduction target using SBTi's near-term target-setting tool with our 2023 scope 1 and 2 emissions performance data, which is the most recent year for data collection. The actual 2030 science-based target we established may change after SBTi verification based on updated performance data and SBTi guidance.

Policies

- LVS Global Environmental Responsibility Policy
- Sands Engineering and Sustainable Development Standards
- LVS Global Supplier Code of Conduct
- LVS Global Sustainable Procurement Policy

Targets and Commitments

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 gas emissions and energy reduction, which include our 2025 validated science-based target of reducing emissions by 17.5% and 1.5°C pathway-aligned target of reducing emissions by 30%. Internal energy-reduction targets are set annually 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.

Well-Below 2°C SBTi-Validated Target: In 2016, Las Vegas Sands, the parent Company of Sands China, was the first integrated resort Company to set an emissions-reduction target validated by SBTi. In 2020, the group's SBTi target was validated for our new 2021–2025 reporting cycle in alignment to a well-below 2°C pathway, and we committed to reducing absolute scope 1 and 2 emissions by 17.5% before the end of our 2021–2025 reporting cycle, as measured from a 2018 base year.

1.5°C Ambition: While we maintain our SBTi-validated target for 2025, we recognize the Intergovernmental Panel on Climate Change (IPCC) has warned that global emissions must reach net zero by 2050 to avoid the most severe impacts of climate change. Using SBTi's near-term target-setting tool, we have determined that a 30% reduction in absolute scope 1 and 2 emissions by 2025 from a 2018 base year is essential to align with the 1.5°C pathway needed to reach net zero. We have adjusted our internal qualitative and quantitative targets and strategy not only to comply with the well-below 2°C pathway, but also to meet the 1.5°C pathway expectations as we complete our 2021–2025 reporting cycle. LVS plans to obtain SBTi validation for a 1.5°C pathway-aligned science-based target for our upcoming 2026–2030 reporting cycle.

Scope 3 Emissions: Our calculated scope 3 emissions in the 2018 base year were below 40% of our aggregated scope 1, 2 and 3 emissions. Since 2022, we have worked with an external consultant to update and improve the accuracy of our scope 3 emissions data and methodology. In 2023, we obtained third-party verification of our scope 3 emissions data for the first time. We are continuing to work with internal departments across the organization to improve primary data quality and further refine calculation methodologies in accordance with the GHG Protocol. In 2025, we plan to set and validate our first science-based scope 3 emissions target for 2030.

Our program also supports UN SDG 7: Affordable and Clean Energy. We are committed to transparency by disclosing our low-carbon transition performance through annual ESG reporting, S&P Global's Corporate Sustainability Assessment (CSA), CDP and IFRS S2 disclosure. Our performance data and measurement approach, measured in accordance with the GHG Protocol, can be found on page 60. Disaggregated emissions are published annually as part of our data assurance statement which can be found at: <https://www.sandschina.com/esg/download-reports.html>

Strategy

IFRS S2: 13, 14, 29 | HKEX D: 21-23, 33-34 | TCFD: Strategy

Our low-carbon transition strategy for our direct operations focuses on reducing climate impact through energy efficiency, renewable energy and transportation. Meanwhile, we are undertaking initial assessments to further understand the key climate-related risks and opportunities within our supply chain.

Our Operations

We strive to operate our resorts with leading-edge technology to drive energy efficiency in our buildings and further minimize our emissions by employing renewable energy and alternative transportation options.

Energy efficiency: Reducing energy consumption is our foundation strategy to decrease GHG emissions. We aim to design buildings that conserve electricity and deploy new technologies to reduce energy consumption during ongoing operations. Within our properties, we regularly conduct energy audits and employ building management systems to manage performance of individual system that maintain airflow, electricity, plumbing and lighting. By integrating these systems into one central control unit and incorporating intelligence capabilities through building performance and diagnostic systems, we can increase energy efficiency and optimize resource use, while ensuring our guests' comfort.

Our energy efficiency initiatives are coordinated through the Sands China ECOTracker program, which provides the framework for planning capital expenditures, managing energy efficiency projects and defining pathways for investments in innovative solutions. We factor in the avoided cost of energy attribute certificates (EACs) and carbon offsets in our return on investment calculations for energy efficiency projects. The avoided cost serves as an internal carbon price, and has contributed to implementation of projects where the payback period would otherwise have not met Company requirements.

Metric

Energy-efficiency initiatives (GJ)

61 Performance data can be found on page 61.

Renewable Energy: We pursue both on-site and off-site renewable solutions to increase the percentage of renewable energy in our total energy mix. We utilize on-site solar thermal when feasible at our properties. Currently, we cannot execute power purchase agreements (PPA) due to regulations in the region where we operate. As such, we purchased EACs within the market boundaries defined by CDP and RE100 and in regions near our properties to support the transition to zero-carbon grids. We actively monitor regional energy market policy developments and engage with policymakers and local utilities on renewable energy policies when appropriate. Additionally, we monitor and aim to align our strategy to the most up-to-date global guidelines on the use of EACs from organizations such as SBTi, CDP and RE100.

Metric

Renewable energy (MWh)

Renewable energy (% of total energy)

61

Performance data can be found on page 61.

Transportation: We are focused on electrifying our equipment and transitioning shuttle buses to electric and alternative fuel sources, while leveraging carbon offsets for hard-to-decarbonize air and ferry travel and lessen our transportation footprint. In addition, we continue to expand the electric vehicle charging infrastructure at our resorts for our guests and team members to further support adoption of electric vehicles.

Value Chain

Recognizing the importance of our supply chain as a factor in the responsible performance of our Company, we fully integrate ESG protocols and standards into our supply chain management approach. In 2024, we began to assess climate-related physical risks for the locations of our key strategic suppliers using publicly available climate risks tools. For more information on our strategy, including expectations and monitoring, capacity building and responsible sourcing, see Supply Chain Management starting on page 93.

Policy Engagement

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. Processes are 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.

Training and Communication

Training and communication on topics such as energy efficiency, renewable energy procurement and innovative trends in building and design are provided to relevant departments including facilities, engineering, procurement, and design and development. This input helps departments understand their connection to the Company’s low-carbon transition strategy and how their efforts can impact achievement of our goals.

Evaluation and Adjustments

Our properties are equipped with building management systems and submeters to track various energy-related key performance indicators (KPIs). We track and perform trend analysis of electricity, natural gas and fuel use for our buildings and transportation services. We also conduct internal trend analysis to understand how weather, efficiency projects and business performance contribute to progress against our targets.



Metrics

IFRS S2: 29, 35 | HKEX D: 28-29, 39 | TCFD: Metrics and Targets

GHG Emissions Summary

	2018 ¹	2021	2022	2023	2024
Scope 1 GHG emissions (MT CO ₂ e)	207,607	25,703	31,253	94,216	127,885
Scope 2 location-based GHG emissions (MT CO ₂ e)	540,528	516,082	348,941	371,489	253,947
Scope 2 market-based GHG emissions (MT CO ₂ e)	540,528	483,282	301,064	220,782	170,632
Scope 3 total GHG emissions (MT CO ₂ e)	N/A	N/A	328,681	504,743	1,408,168 ²
GHG intensity (\$1 + S2 MTCO ₂ e/1,000 conditioned sq.ft.)	27	18	12	11	11
GHG intensity (\$1 + S2 MTCO ₂ e/million US\$ revenue)	N/A	177	207	48	42
Approved science-based target	Yes	Yes	Yes	Yes	Yes

Scope 3 Emissions Breakdown Summary (MT CO₂e)²

	2024
Category 1: Purchased goods and services	539,059
Category 2: Capital goods	750,248
Category 3: Fuel and energy-related activities	94,953
Category 4: Upstream transportation and distribution	1,142
Category 5: Waste generated in operations	17,866
Category 6: Business travel	990
Category 7: Employee commuting	3,407
Category 8: Upstream leased assets	504

All scope 3 categories have been assessed, only applicable categories are reported. Categories 9-15 are not applicable to Company operations.

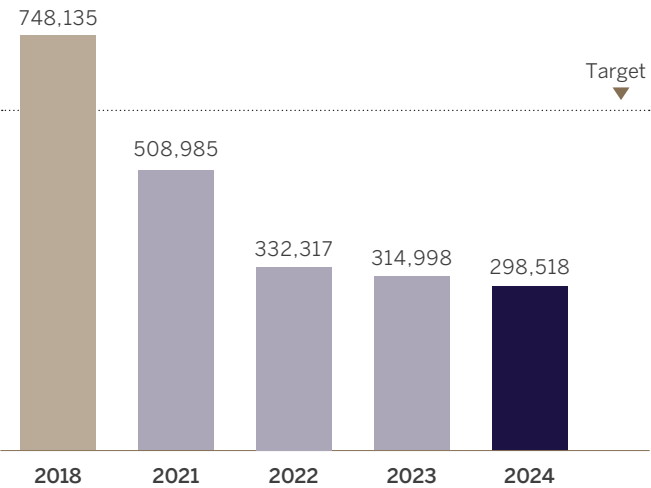
2024 Air Emission

	NO _x Emission (KG)	SO _x Emission (KG)	PM Emission (KG)
Natural gas	13,969	268	N/A
Liquefied petroleum gas (LPG)	492	2	N/A
Marine fuel	1,947,583	248,100	35,974
Compressed natural gas (CNG)	37,448	N/A	N/A
Diesel fuel	53,055	51	3,815
Unleaded gasoline fuel	207	9	15

Absolute Emissions, Scope 1 and 2 (MT CO₂e)

2025 Target: 17.5% decrease in emission from 2018³

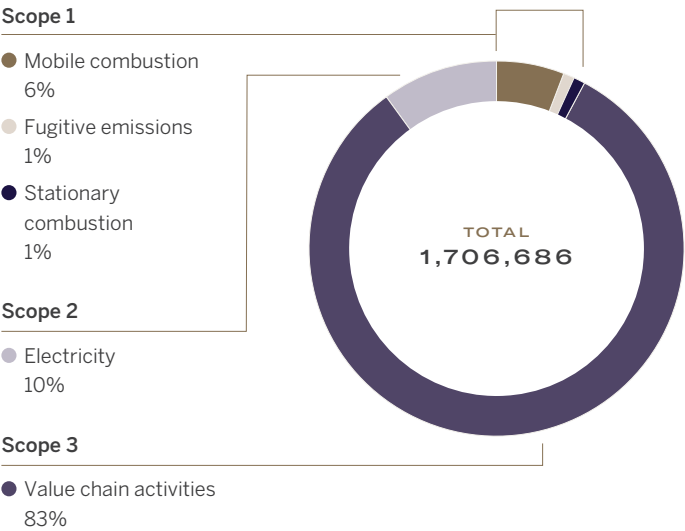
Performance % from base year: -60%⁴



(Base year)

¹ The base year is provided for comparison.
² All scope 3 categories have been assessed; only applicable categories are reported. Scope 3 methodology was updated in 2024 for categories 1, 2, 4, 5 and 6.
³ A 30% scope 1 and 2 emissions reduction by 2025 from our 2018 base year is essential to align with the 1.5°C-ambition pathway needed to reach net zero.
⁴ Our 2024 performance exceeds the necessary reduction to align with the 1.5°C ambition.

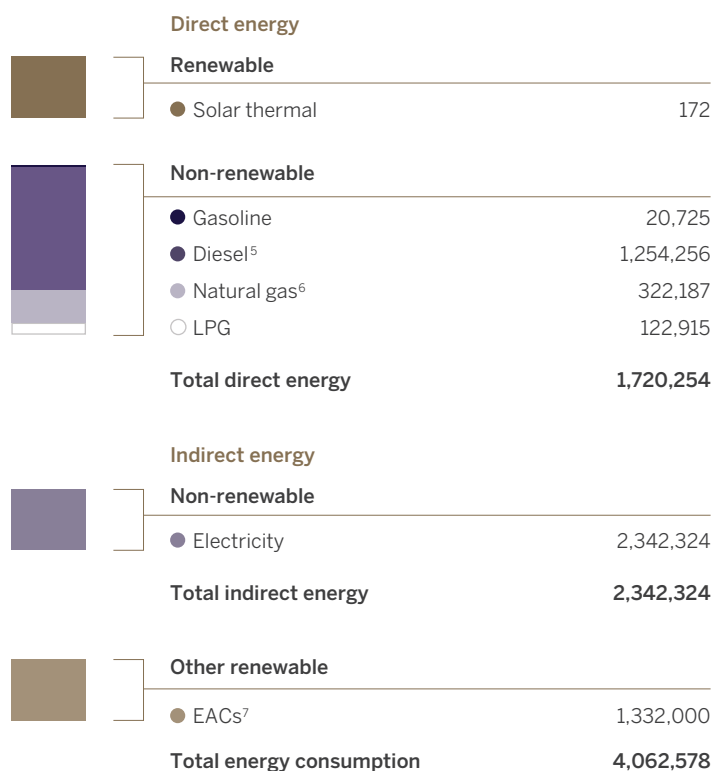
Carbon Footprint (MT CO₂e)



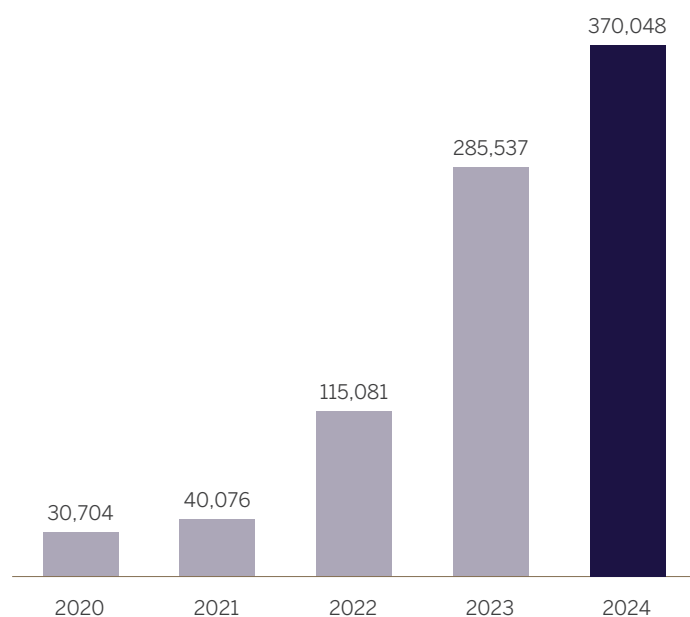
Energy Summary

	2018 ¹	2021	2022	2023	2024
Energy consumption (GJ)	5,177,592	2,637,411	2,515,034	3,547,638	4,062,578
Energy consumption (MWh) ²	1,438,220	732,614	698,621	985,455	1,128,494
Renewable energy consumption (MWh)	N/A	40,076	115,081	285,537	370,048
EAC (Energy Attribute Certificate) (MWh)	0	40,000	115,000	285,000	370,000
Non-renewable energy consumption (MWh)	1,438,220	732,538	698,539	984,918	1,128,446
Energy intensity (GJ/1,000 conditioned sq. ft.) ³	183	94	89	126	144
Grid electricity (% of total energy)	45%	86%	86%	66%	58%
Renewable energy (% of total energy)	0%	6%	17%	29%	33%
Energy-efficiency initiatives (GJ) ⁴	N/A	3,273	7,862	34,326	49,852
% of sq. ft. certified to LEED standards	N/A	15%	15%	15%	15%

Energy Consumption (GJ)



Renewable Energy Consumption (MWh)



Our energy consumption and GHG emissions in 2024 increased as compared to 2023, but both remained below our 2018 base year. Energy consumption increases can be attributed to the overall higher energy demand for our services, including additional electronic, cooking, and HVAC equipment needs. Our scope 1 emissions increases can be attributed to fuel increases with additional ferry and bus transport in Macao. In addition, we continued to purchase EACs and achieved a 60% reduction from our 2018 base year. Ongoing efficiency projects have also contributed to decreases in energy and emissions.

¹ The base year is provided for comparison.

² 1 megawatt-hour = 3.6 gigajoule

³ All applicable energy sources (i.e., fuel, electricity, heating and cooling) are included, after conversion to GJ. Energy intensity ratio uses energy consumption within the organization.

⁴ Internal submeters and models were used to estimate reductions; this data only includes annualized savings from energy-efficiency initiatives implemented during the current year.

⁵ Diesel includes mobile diesel, stationary diesel and marine fuel.

⁶ Natural gas includes CNG and natural gas.

⁷ EACs are not counted as energy consumption, but demonstrate energy accounted for at a zero-emission factor.

Climate-Related Risk Management

IFRS S2: 22, 25 | HKEX D: 26-27 | TCFD: Strategy, Risk Management

We conduct environmental risk assessment, including climate-related risk evaluation, through processes aligned with best practices from the Committee of Sponsoring Organizations (COSO) Enterprise Risk Management. The Sands ECO360 team executes risk assessments every one to three years and often more frequently, depending on emerging developments or changes in our business. We conduct this process as part of the ERM program. We include identified risks in the ERM process, or the Sands ECO360 team manages them, depending on their impact. For more information about our ERM and environmental risk management processes, see Corporate Culture beginning on page 40.

Identification: We identified acute and chronic physical climate-related risks and opportunities relevant for our operations through desktop research, third-party public and proprietary climate risk tools, and stakeholder engagement. In 2024, we also began to assess the top climate-related physical risks for our key strategic suppliers using publicly available climate risk tools. Additionally, we monitor global and regional market requirements and regulations on building standards, renewable energy and carbon pricing, among other issues relevant for our operations, to identify relevant and emerging transition risks.

Assessment: We assess the likelihood and potential impact of relevant climate-related risks under different climate change scenarios and time horizons using public and proprietary third-party tools, models, indices, industry studies and academic research. Our analysis incorporates climate scenarios reflecting varying levels of emissions control and predicted temperature increases ranging from 1°C to 5°C.

We assess each climate scenario at short-term, medium-term and long-term time horizons. This is aligned with our Company's ERM program used for strategic and financial planning to further understand and plan for emerging risks. We have also calculated the impact of certain climate-related risks, such as carbon pricing and increases in utility costs due to long-term increases in temperature, based on global and regional regulations and observed trends.

Management: The outcomes of our assessment inform our climate-related risk management strategy. We work with relevant departments to develop appropriate strategies for the identified risks. We have put in place a number of mitigation measures, such as developing business continuity plans and ensuring insurance policies adequately address severe weather events. Systems within our properties, such as water removal infrastructure, air conditioning infrastructure and entrance berms, are designed for scenarios beyond those predicted within our assessment. In addition, energy- and water-efficiency projects, along with our approved science-based emissions-reduction goal and renewable energy strategy, help lower utility consumption and offset costs related to potential increases in temperature.

Opportunities: We identified climate-related opportunities with respect to operating costs and sustainable service options. We continually seek energy- and water-efficient alternatives and initiatives to implement throughout our resort portfolio and expand sustainable options primarily in our MICE and food and beverage businesses.

Scope Covered

Integrated resort operations	Included in all assessments
Upstream and downstream activities	Strategic suppliers assessed for physical climate risks. Supply chain assessed in NZE scenario analysis.

Additional References

2024 CDP Corporate Questionnaire
2024 SCL Annual Report, p. 51

Physical Risk

Tools and Models ¹	Indicators Assessed	Scenarios Assessed	Time Horizons
WTW Climate Diagnostic ²	Flood (river & coastal), precipitation, sea level rise, tropical cyclone, fire weather, heat stress, drought	RCP 4.5, 8.5	Current, 2050, 2100
WRI Aqueduct Water Risk Atlas	Water stress, flood (river & coastal), drought	RCP 2.6, 7.0, 8.5	Current, 2030, 2050
WWF Water Risk Filter	Water availability/scarcity, flooding, drought	RCP 2.6, 4.5, 6.0, 8.5	Current, 2030, 2050
Climate Central Coastal Risk Screening Tool	Flooding, Sea-level rise	RCP 2.6, 4.5, 8.5	2030, 2050

Transition Risk: Carbon Tax

Models	Indicators Assessed	Scenarios Assessed	Time Horizons
IEA Global Energy and Climate Model	Price per metric ton of CO ₂	Stated Policies Scenarios (STEPS) Net Zero Emissions by 2050 Scenario (NZE)	2030, 2050

¹ All tools and models are based on global climate data sources including but not limited to IPCC, US NOAA and ECMWF.

² Coastal flood risk is only assessed for present day. Sea-level rise risk is only assessed for 2100.

Climate-Related Risks and Opportunities

IFRS S2: 10 | HKEX D: 20-21 | TCFD: Strategy

The following climate-related risks and opportunities do not currently reach the level of financial materiality for our Company. We disclose these climate-related risks and opportunities as information may be relevant to Company stakeholders.

Physical Risks

Risk Identification		Potential Impacts	Mitigation Strategy
Increased severity of extreme weather events (tropical cyclones) 	<p>Macao is located in the Northwest Pacific basin and, therefore, in the tropical cyclone formation region. Sands China's Macao properties are in a tropical cyclone zone with a 100-year return period of 213–251 km/h max wind cyclone based on the Munich Re NATHAN Tropical Cyclone Index. While the severity is not expected to increase under any scenario in the medium or long term, we continue to study available research and trends on the increase in extreme weather severity.</p>	<p>Reduced revenue from business disruption</p> <p>Increased costs from repairs</p> <p>Increased insurance premiums</p>	<p>Exposure to business disruption associated with extreme weather events is incorporated into the ERM tracking and management program. The Company has robust business continuity plans in place to address disasters. Additionally, the Company continues to identify and expand alternative sources of energy and water to improve resiliency. For example, we implemented an emergency filtration system to reuse lagoon water in case of potable water shortage in Macao. Water from the lagoon is treated with a disc filter, carbon filter, ultrafiltration and UV light, and then pumped to the raw water tank or back to the lagoon. We also have standby water trucks ready to deploy in case of water shortage. In addition, we seek to optimize insurance options to ensure adequate coverages can be maintained and perform annual assessments of potential loss levels against insurance costs to ensure maximum utility of premiums against risk exposure.</p>
Precipitation 	<p>According to the Munich Re NATHAN Precipitation Index, Macao is experiencing >7 days of 30+ mm precipitation annually.</p>	<p>Reduced revenue from business reduction</p> <p>Increased costs from repairs</p> <p>Increased utility costs due to increased dehumidification needs</p> <p>Increased insurance premiums</p>	<p>In Macao, our stormwater removal infrastructure is designed for a peak hourly precipitation rate of 160 mm. The Company actively invests in and implements energy-efficiency projects to reduce HVAC consumption and, thus, exposure to utility cost variability. We also continue to identify alternative sources of energy to reduce reliance on one utility, where possible. Additionally, our integrated resort model offers many different amenities and services within a campus-setting that contains one large building or buildings connected via climate-controlled walkways, thus reducing guest exposure to inclement weather.</p>
Heat stress and rising mean temperatures 	<p>Based on the Munich Re NATHAN Heat Stress Index, Macao is experiencing 80–180 days in heatwave annually. Additionally, we have been measuring temperature variability and its impact on utility usage for more than five years. The increase in costs due to weather has been immaterial (under 1% of annual utility costs). Based on our existing data, we do not expect the temperature increase to have material short-term impact.</p>	<p>Increased utility costs due to increased cooling needs</p>	<p>The Company actively invests in and implements energy efficiency projects to reduce consumption and, thus, exposure to utility cost variability. We also continue to identify alternative sources of energy to reduce reliance on one utility where possible. Due to energy conservation projects, the existing air conditioning infrastructure at our properties has at least 15% spare air conditioning capacity available, as needed, for increased temperature and humidity in the future.</p>
Sea level rise, coastal and river flooding 	<p>The IPCC projects a global mean sea-level rise of 0.15-0.29 meters by 2050. According to the IPCC, most regions are experiencing sea level rise of 3–4 mm per year (2.4–3.2 cm by 2030). Sands China properties are in an area threatened by extreme flood and storm surge events with 100 years return period (WTW).</p>	<p>Increased repair costs due to flooding</p>	<p>Our properties in Macao are designed and constructed above the tide line in a manner that significantly reduces flood risk, and/or there is local infrastructure in place to manage long-term flood risk. Entrances to underground areas of our properties are designed with entrance berms 200 mm higher than the predicted 100-year flood levels to reduce risk of flooding into the basement areas.</p>

Time horizon where effects could potentially occur:

Short (0-5 years)

Medium (5-10 years)

Long (30+ years)

Transition Risks

Risk Identification		Potential Impacts	Mitigation Strategy
Policy and Legal			
Carbon tax schemes and climate regulations 	<p>Currently, we are not directly subject to carbon tax schemes at our location. The impact of the current carbon tax tariff on LVS has been negligible. The current forecast for 2030 indicates a US\$23 million impact if 100% of the tariff is passed on to LVS for purchased electricity and if no other mitigation measures take place. We also conducted additional scenario analyses using the International Energy Agency (IEA) Global Energy and Climate Model (NZE and STEPS scenarios). While the intent is to align these analyses with the lifespan of our assets, the IEA carbon pricing forecasts are only available through 2050. We plan to further refine our scenarios based on technological development.</p>	<p>Increased utility and compliance costs due to carbon tax and other regulations</p>	<p>To mitigate exposure, the Company established stringent efficiency goals in line with the Science Based Targets initiative and continually invests in projects intended to reduce energy consumption.</p>
Market			
Changes in consumer preferences 	<p>Consumer preferences are relevant to our Company. However, we do not believe we are currently experiencing changes in consumer preferences due to climate change. In the hospitality, tourism and gaming sector, consumer preferences are driven primarily by amenities and attractions, customer service and destination desirability. We do not currently have sufficient information to forecast the medium- or long-term impact of changes in customer preferences.</p>	<p>Reduced revenue from shifts in consumer travel and stay preferences due to climate change</p>	<p>We continue to expand our services to address shifting consumer preferences based on consumer feedback, stakeholder engagement, and market trends and research.</p> <p>The Londoner Macao has a Smart Stage virtual meeting program. Our green meetings program offers solutions for clients that value sustainability. Many food and beverage outlets in both locations offer sustainable menu options for eco-conscious customers.</p>
Reputational risk 	<p>Reputational risk is relevant to our Company. We believe that our low-carbon strategy and Sands ECO360 global sustainability program reduce our reputational risk as it relates to climate change.</p>	<p>Reduced revenue due to missed business opportunities</p>	<p>Our corporate responsibility platform encompasses initiatives in the pillars of People, Community and Planet, supported by our governance practices. We value transparency and share our progress through our annual ESG Report and various other ESG frameworks.</p>
Technology			
Inability to meet our ESG commitments 	<p>Regional regulations, availability and pricing for renewable energy and energy attribute certificates may impact our ability to meet our emissions- reduction target in the future. While the impact on our 2025 ESG commitments is likely insignificant, we are currently assessing renewable energy supply for the 2030 timeframe.</p>	<p>Increased costs of renewable energy to meet our ESG commitments</p>	<p>We have created detailed roadmaps to meet our environmental targets and continue to pursue multiple solutions simultaneously. Our sustainability team is responsible for implementing ESG-related projects and initiatives in our region.</p>
Opportunities			
Opportunity Type		Potential Impacts	Management Approach
Resource Efficiency			
Building operations efficiency 	<p>While relevant to meeting our ESG commitments, the operating cost reduction associated with efficiency projects is not material. Regardless, we plan to continue implementing efficiency projects in the long term.</p>	<p>Reduced operating costs</p>	<p>We continually seek energy- and water-efficient alternatives and initiatives to implement throughout our resort portfolio. We created a low-carbon transition roadmap that outlines our approach to reducing energy consumption. We established stringent efficiency goals in line with the Science Based Targets initiative that further support our focus on operational efficiency.</p>
Alternative energy and water sources 	<p>While relevant to meeting our ESG commitments, the operating cost reduction associated with alternative energy and water sources is not material. Regardless, we plan to continue implementing alternative energy and water sources in the long term.</p>	<p>Reduced operating costs</p>	<p>In line with efforts to address efficiency in building operations, we continue to research, test and implement alternative sources for energy and water. We believe that piloting innovative technologies will allow us to scale solutions when future needs arise.</p>
Service Offerings			
Sustainable options 	<p>While relevant for customer satisfaction and overall reputation of the Sands China ESG program, the potential revenue opportunity associated with sustainable options is negligible in the short term.</p>	<p>Better competitive position</p> <p>Customer retention</p> <p>Potential revenue opportunity</p>	<p>We continue to extend sustainable options primarily to our MICE and food and beverage customers. We explore and offer sustainable menu options such as plant-based alternatives, local food, sustainable seafood, and organic or other certified items. Our green meetings program for MICE clients has been in place for nearly a decade, and we make ongoing enhancements to meet demand and expectations.</p>

Time horizon where effects could potentially occur:

Short (0-5 years)

Medium (5-10 years)

Long (30+ years)

MANAGEMENT APPROACH

WASTE

Oversight and Responsibilities

Our CSO is responsible for managing environmental topics including our waste initiatives and oversees the Sands ECO360 global sustainability program, reporting to the LVS President and COO. Our Sustainability team is responsible for managing and implementing waste initiatives at the property level, working closely with other departments as needed.

Policies

- LVS Global Environmental Responsibility Policy

Targets and Commitments

We set internal and external qualitative and quantitative targets for waste, including a 12% reduction in campus-wide food waste and to increase our operational diversion rate to 20%. Our program supports UN SDG 12: Responsible Consumption and Production.

Strategy

Our resorts generate a variety of waste items with food representing a large portion of our waste stream. Developing and renovating properties also generates large amounts of waste, which can be challenging to recycle. We reduce our waste streams by consuming less when possible and reusing and recycling more.

Operational Waste: We work to increase recycling in key categories such as playing cards, cardboard, linen and plastic packaging. Where appropriate, we avoid over-purchasing and employ reuse models.

Construction Waste: We handle construction waste from new development projects responsibly, leveraging leading environmental building practices such as LEED. We also prioritize recycling and liquidation and recycling of assets during remodels and renovations.

Food Waste: Food waste represents the single-largest waste stream in our operations. We have employed a multifaceted food waste strategy that includes:

Prevention: We work to reduce the amount of food destined for the waste stream by addressing unnecessary inefficiencies, spoilage and overproduction, while encouraging a culture of taking only what is needed.

Rescue: Our properties donate usable food to organizations that feed people in need and animals.

Diversion: We keep food out of the incineration by exploring opportunities to generate additional value from food products when possible.

Measurement: We monitor food production using artificial intelligence technology and data logs in our Winnow systems, track food weight diverted by our digesters, track food donated, and conduct periodic audits and waste-characterization studies to measure food waste discarded.

Collaboration: Our team works with regional partners to identify ways to repurpose food and identify alternative uses for food waste. Efforts include supporting innovative research and development projects that can reduce waste.

Training and Communications

To drive necessary behavior change in support of our recycling and food waste management processes, we host internal trainings and facilitate collaborations among team members such as our chefs and stewarding staff. Communication to team members in our dining facilities helps reduce food waste and aids in waste separation.

Evaluation and Adjustments

We employ several strategies to analyze food production and prevent waste. In team member restaurants, we measure pre- and post-consumption food and use digester data logs to track food waste. We also monitor food production in our kitchens using Winnow and other artificial intelligence technologies that deliver actionable insights to help kitchen staff identify opportunities for menu adjustments and change food orders to reduce waste. Finally, we conduct periodic audits and waste-characterization studies to understand the composition of our general waste stream.

Waste Summary

	2020	2021	2022	2023	2024
Total waste generated (MT)	84,632	80,669	16,559 ¹	34,228	86,945
Total waste incinerated or landfilled (MT)	77,203	73,300	14,425	29,058	75,687
Hazardous waste (disposed via incineration) (MT) ²	N/A	3	5	9	8
Total waste rescued or diverted (MT)	7,429	7,369	2,135	5,170	11,258
Operational diversion rate	15%	13%	14%	15% ³	16%
Construction diversion rate	7%	8%	4%	13% ³	11%

Food Waste

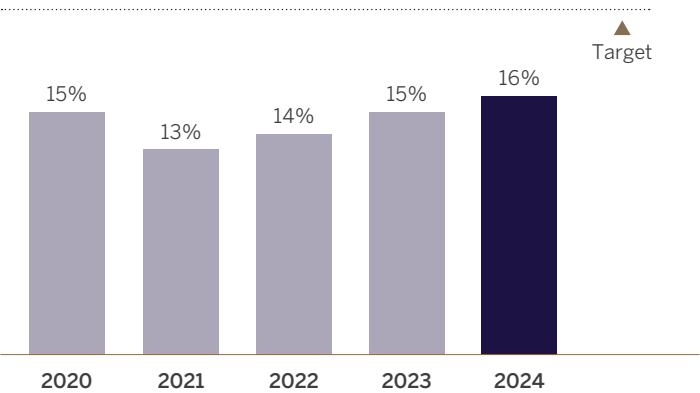
	2020	2021	2022	2023	2024
Total food waste generated (MT) ⁴	5,542	6,710	5,427	10,956	11,916
Total food waste prevented, rescued or diverted (MT)	340	425	664	1,357	1,713
Total food waste discarded (MT) ⁴	5,202	6,285	4,763	9,599	10,204
Food waste intensity ⁵	94%	94%	88%	88%	86%

¹ Total waste generated reduced due to less renovation/construction waste.
² Hazardous waste such as paint, paint oil, and chemicals was treated in accordance with local regulation and diverted via Macao's Hazardous Waste Management Plant.
³ 2023 data restated in 2024 due to reclassification of wasted diverted from the renovation of Londoner Grand.
⁴ Total food waste and food waste discarded cannot be directly measured and, therefore, is estimated using Environmental Protection Bureau (DSPA) metrics.
⁵ Food waste intensity is the inverse of our food waste diversion rate and includes food waste prevention, diversion and rescue.

Waste Diversion (%)

2025 Target: Increase in operational diversion rate to 20%

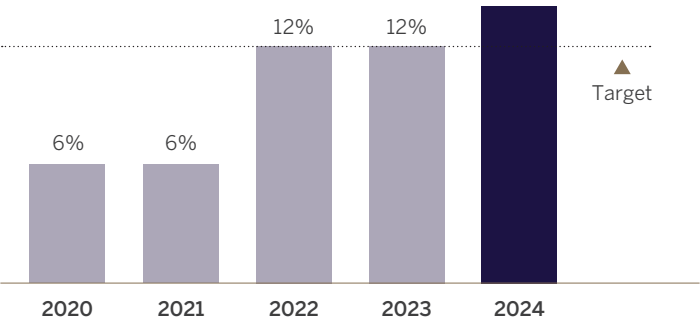
Performance % diversion: 16%



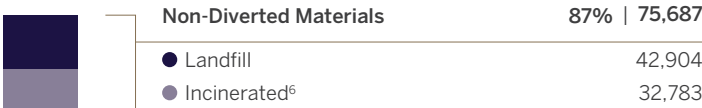
Food Waste Diversion (%)

2025 Target: 12% of food waste campus-wide is prevented, rescued or diverted¹

Performance % diversion: 14%



Diverted Materials (metric tons)



Total 86,945



Total discarded 10,204

With increased visitation in 2024, waste volumes grew correspondingly, but our diversion rates held firm. Our overall waste generation have also increased due to large scale renovation projects. With our dedicated focus on operational waste diversion, and the increase of recycling used playing cards at our properties to 21%, we were able to increase our operational waste diversion to 16%.

In 2024, our food waste prevention, rescue and diversion rate continued an upward trajectory. We have increased food waste diversion to 14% up from 6% in 2020 and over our 12% target, thanks to food waste audits to improve waste segregation at our properties, processes and programs in our kitchens and restaurants and continued scaling of artificial intelligence technology. We also upgraded one food waste digester to better accommodate hard-to-digest items and added a dewatering machine with higher capacity that helps to reduce weight of food waste.

¹ Total campus-wide food waste generated is estimated using waste stream data or property estimates, while food waste prevention, rescue and diversion uses actual or calculated data. Food waste prevention is defined as food waste that was not generated as a result of a prevention initiative. Food waste rescue includes food donated to food pantries and other nonprofit organizations. Food waste diversion includes food waste diverted from incineration via digestion, animal consumption or composting.

² Waste diverted includes reuse/donation, composting, food waste digestion and animal feedstock.

³ "Standard" includes plastic, aluminum, cardboard, paper, glass and metal.

⁴ "Food waste" includes: food waste, food donations, and cooking oil.

⁵ "Other" includes recovered assets, batteries, e-waste, donations, light bulbs, soap, shampoo, amenities, horticulture waste and playing cards.

⁶ Waste sent to incineration includes hazardous and non-hazardous waste.

⁷ Total food waste is calculated by multiplying an estimated percentage of food in the waste stream by total operational waste. The graphic excludes 668 metric tons of food waste that was prevented.

MANAGEMENT APPROACH

MATERIALS AND RESOURCES

Oversight and Responsibilities

Our CSO reports to the LVS President and COO and is responsible for managing environmental topics including materials and resources as part of the Sands ECO360 global sustainability program. Our Sustainability team is responsible for managing and implementing plastic and packaging initiatives at the property level, working closely with other departments as needed. Sustainable sourcing is integrated into our overall supply chain strategy, which is overseen by our Global Chief Procurement Officer. Our Procurement team works with department heads and our sustainability team to assess alternatives and increase sustainable purchasing. To support our plastic and packaging strategy, our Sustainability team works jointly with Procurement and other departments to assess and implement alternative solutions.

Policies

- LVS Global Environmental Responsibility Policy
- LVS Global Sustainable Procurement Policy
- Sands Engineering and Sustainable Development Standards
- LVS Global Bluefin Tuna Sourcing Restriction Policy

Targets and Commitments

We set internal and external qualitative and quantitative targets, including a target to employ sustainable solutions¹ for 100% of our Sands China-branded water bottles by 2025, source 100% cage-free eggs by 2028 and increase sustainable sourcing in other areas. Our program supports UN SDG 12: Responsible Consumption and Production and UN SDG 14: Life Below Water.

Strategy

We are committed to optimizing materials and resources by eliminating unnecessary forms of consumption, moving to reuse models where feasible, replacing single-use materials with renewable and sustainable alternatives, and recycling as much as possible. Sustainable materials are identified using life cycle assessments to quantify and compare the environmental impacts of different materials across all stages of the product's life cycle.

Sustainable Sourcing: We procure thousands of products and services to deliver an exceptional guest experience, and our buildings require constant upkeep of fixtures and equipment. We strive to source products and services that are environmentally conscious and contribute to supporting our community, in line with established criteria and to increase opportunities for sustainable performance. Sustainability criteria for all products and materials are outlined in a category-level framework that incorporates preferences for third-party sustainability certifications such as the Forest Stewardship Council, the Marine Stewardship Council and Fairtrade. In certain product categories, sustainability criteria must be met for purchasing. For other categories, criteria must be followed, where feasible, while sustainable attributes are being explored. Furthermore, we are not involved in the retail sale of products containing or made with fur.

Sustainable Food: We source eco-friendly ingredients and provide sustainable cuisine in restaurants by selecting foods with credible certifications, ensuring animal welfare, increasing plant-based proteins and addressing commodities of concern. Seafood is a priority category because of our spending level, and we drive progress in sustainable seafood sourcing by partnering with WWF and being a member of the Hong Kong Sustainable Seafood Coalition.

Building Design and Renovation: We integrate energy-saving technologies and environmentally preferred products and materials including facilities equipment, LED lighting, carpet and furniture.

Resort Operations: We explore sustainable options for incorporation in business processes and the guest experience including guest room amenities, laundry services, transportation and technology equipment.

Plastic and Packaging: We have set a primary focus on addressing our highest-volume single-use disposables and packaging materials, including but not limited to single-use water bottles, in-suite amenities, travel kits and slippers, to-go containers, cutlery and coffee cups. We strive to eliminate problematic single-use plastic items that are more prone to escaping into the environment, polluting waterways and harming recycling systems, and to employ reuse models where possible. We work to increase recycling of key categories such as cardboard, linen and plastic packaging, and to reduce the amount of packaging used for in-suite guest amenities at our properties.

Training and Communication

Our Sustainability team engages and educates relevant departments on the importance of the materials and resources utilized in their departments. Training is provided to educate the procurement team on sustainable product certifications, desirable product and service attributes, and our annual sustainable sourcing action plan and goals. Additionally, the procurement department attends annual trainings on our Code of Business Conduct and our Ethics and Human Trafficking Prevention Policy. We engage our suppliers in ongoing dialogue to monitor their performance, promote our preference for products and services that are environmentally conscious and supportive of our community, and educate them on environmental considerations and impacts of service delivery. Business reviews are held with key suppliers to communicate priorities, discuss their performance scorecards (including sustainability and corporate culture metrics) and define improvement action plans. For certain product categories, suppliers are asked to report on various attributes of their products or services to aid us in assessing and reducing our footprint.

93 More information and data on **Supply Chain Management** can be found on page 93.

¹ We consider recycled polyethylene terephthalate (rPET) a sustainable material, as its carbon footprint is lower than non-recycled PET or other assessed alternatives.

Evaluation and Adjustments

In our quest to consider alternative materials, we ensure their sustainability with quantitative evidence backed by science, using the principles of life cycle assessment for evaluation across many indicators. On a quarterly basis, we evaluate sustainable spend of key procurement areas including food and beverage, building facilities, operating supplies and marketing materials. Specifically, we evaluate sustainable spending on commodities such as seafood, coffee and tea, cleaning products, LED lightbulbs and paper materials. To keep our criteria current, we update our category framework annually in alignment with third-party certifications and conduct additional exploration as needed.

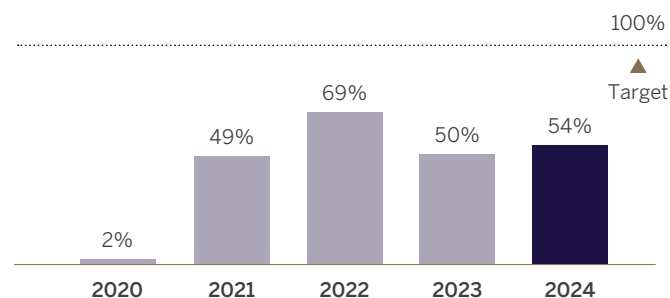
In 2024, we increased the percentage of Sands China-branded water bottles made from sustainable materials to 54% despite an increase in levels of visitation at our properties. In addition, two water dispensers were added into the casino area at The Venetian Macao for trial to reduce plastic bottles usage, however, there is guest preference to be able to take water bottles outside the casino. We will continue to address plastic water bottle reliance in our casinos to reach 100% Sands China-branded water bottles made from sustainable materials before the end of 2025.

Our move to cage-free eggs progressed with 12% of all eggs procured in 2024 coming from cage-free production sources. We moved to cage-free eggs in our buffet restaurants, after previously transitioning in-suite dining, and will next target Company-owned restaurants.

Plastic and Packaging (% Sustainable by weight)

2025 Target: 100% Sands China-branded water bottles are reusable or made from sustainable materials

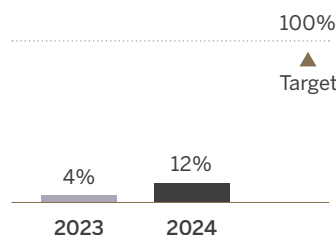
% achieved: 54%



Cage-Free Eggs (% sustainable by count)

2028 Target: 100% cage-free eggs

% achieved: 12%



Sands China-Branded Water Bottles

	2020	2021	2022	2023	2024
% by weight of total Sands China-branded water bottles made from sustainable materials ¹	2%	49%	69%	50%	54%
Total weight of Sands China branded water bottles made from plastic materials (MT)	67	118	83	318	379

Cage-Free Eggs

	2023	2024
% by count of cage-free eggs ²	4%	12%

Plastics and Packaging³

	2024
Percent plastic items made from recycled content	44%
Percent plastic items that are recyclable	86%
Percent paper and wood items made from recycled or certified materials	79%

Sustainable Spend⁴

	2022	2023	2024
Seafood	11%	16%	28%
LED lightbulbs	100%	100%	100%
Paper hygiene	98%	98%	99%
Bed linens	100%	99%	99%
Printed materials	27%	54%	47%
Coffee, tea & beverages	24%	22%	20%

¹ Sustainable materials include reusable or rPET.

² Includes shelled and liquid chicken eggs.

³ We assess materials and products used in our business operations and as 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.

⁴ Sustainable spend is considered to be products and services that meet our global sustainability criteria and requirements.

MANAGEMENT APPROACH

WATER

Oversight and Responsibilities

The ESG Committee of our Board of Directors provides oversight of the ESG strategy including water management. The ESG Steering Committee at the executive level is responsible for the implementation, monitoring, review of the ESG Program including water management.

Our CEO, President and Executive Director at Sands China is the highest level executive accountable for water management strategy and performance. Our Executive Vice President of Operations is responsible for overseeing and directing water stewardship initiatives as part of the Sands ECO360 global sustainability program.

Our Global CSO is responsible for managing water stewardship initiatives providing global measurement and reporting mechanisms, and ensuring implementation of sustainability best practices.

Our Sustainability team manages and implements water initiatives at the property level, working closely with other departments as needed. The Drop by Drop Project, our community water stewardship community, is co-managed with social enterprise Clean the World.

Policies

- LVS Global Environmental Responsibility Policy
- Sands Engineering and Sustainable Development Standards

Targets and Commitments

We are committed to reducing water use and water pollution, expanding use of non-potable water where possible, and protecting water-related ecosystems to support access to water as a human right of all individuals. We have set internal and external qualitative and quantitative targets for water stewardship, including a 3% reduction in potable water use per active square foot. Our water program supports UN SDG 6: Clean Water and Sanitation and UN SDG 14: Life Below Water. We are committed to transparency and disclose our performance through S&P Global CSA and CDP Water.

Strategy

Water is a core component in our resorts as it is essential to hotel rooms, pools, spas, fountains, cooling systems, and food and beverage operations. Many of our resorts are located in the Pearl River Delta near coastlines, making protection of these waterways a priority for the Company. Our strategy focuses on conserving water through efficiency, increasing water reuse and recycling, and protecting water ecosystems that benefit the local environment.

Water Efficiency: We work to incorporate sustainable solutions by upgrading water systems with low-flow fixtures and high-efficiency equipment, enacting water-conservation policies, and encouraging sensible water usage in collaboration with food and beverage, cleaning services and housekeeping teams.

Water Reuse: We aim to increase use of non-potable water for landscaping, restrooms, cooling towers and other uses through rainwater capture and cooling condensate water recovery, as well as seeking opportunities to expand our water-recovery systems.

Ecosystems: We partner with regional water champions to reinvigorate biodiverse ecosystems, increase resiliency, preserve ecologically significant waterways, provide ecosystem services that reduce flood risk and sequester carbon, and engage our community with awareness activities.

Training and Communications

To drive behavior change in support of our water conservation policies, we host team member trainings and encourage collaboration among food and beverage, housekeeping and cleaning services departments. Through the Drop by Drop Project, we create connections and communicate with our local community on important water topics and initiatives.

Evaluation and Adjustments

We track various water-related KPIs to understand progress against our targets and commitments. On a monthly basis, we evaluate performance and conduct trend analysis of potable and non-potable water use for our buildings. We also analyze how water projects and business performance contribute to progress against our targets. The Sands China ECOTracker program manages the implementation of water-related efficiency, reduction and innovation projects.



Wetland Biodiversity Photo Competition

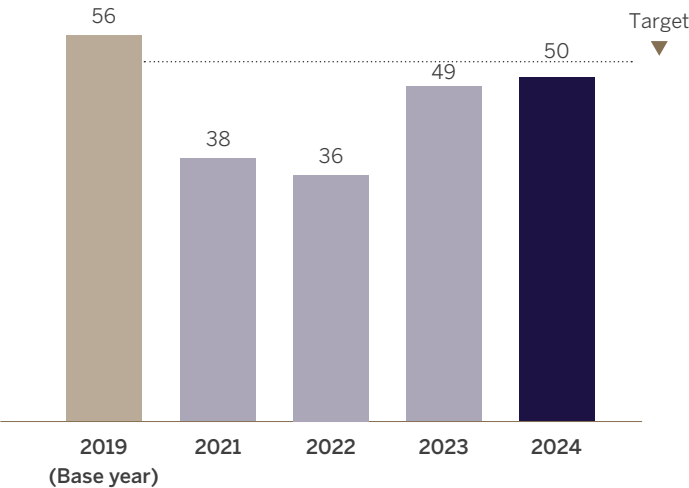
Water Summary

	2019 ¹	2021	2022	2023	2024
Water withdrawal (megaliters)	6,979	5,082	4,801	6,552	6,718
Water discharge (megaliters) ^{2,3}	N/A	3,626	3,655	5,250	5,415
Water consumption (megaliters) ²	N/A	1,456	1,146	1,301	1,303
Water withdrawal in high-stress regions ⁴	0%	0%	0%	0%	0%
Potable water use intensity (gal. potable water/active sq. ft.)	56	38	36	49	50
Incidents of noncompliance with water regulations	0	0	0	0	0

Water Use (Gallons/Square Foot)

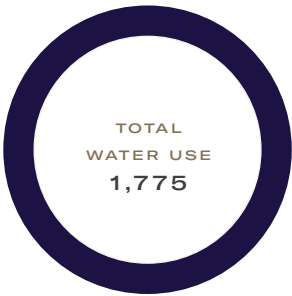
2025 Target: 3% decrease in potable water use per active sq.ft. from 2019

% Performance from base year: -11%



Water Use (Million Gallons)

Potable municipal water 1,775



In 2024, potable water use remained below our 2019 base year and above our 3% intensity-reduction target. In 2024, our total water withdrawal increased slightly from 2023 which can be attributed to water efficiency projects. This is also reflected in our potable water use intensity metric.

From 2020 to 2022, the decrease in potable water use per square foot was associated with the global economic downturn caused by the pandemic and significantly reduced visitation levels compared to the base year. As visitation levels began to return to pre-pandemic levels starting in 2023, our water use has also increased.

¹ The base year is shown for comparison.
² A model is used to estimate water consumption and discharge based on total purchased water. Prior to 2021, all sources of water were included.
³ All discharge is sent to municipality.
⁴ High-stress regions are those classified by the World Resources Institute's Water Risk Atlas tool, Aqueduct, as High or Extremely High Baseline Water Stress.

MANAGEMENT APPROACH

BIODIVERSITY (EMERGING TOPIC)

Oversight and Responsibilities

Our CSO reports to the LVS President and COO and is responsible managing environmental topics, including biodiversity, as part of the Sands ECO360 global sustainability program, and reports directly to the LVS President and COO. Our Sustainability team manages and implements initiatives at the property level, working closely with other departments as needed.

Policies

- LVS Global Environmental Responsibility Policy
- LVS Global Sustainable Procurement Policy
- LVS Global Bluefin Tuna Sourcing Restriction Policy

Targets and Commitments

Our program supports UN SDG 14: Life Below Water.

Strategy

Biodiversity has emerged as an increasingly important ESG topic for our business and had historically been addressed as part of our strategies for water and sourcing. We are continuing to evolve our strategy and have been developing and refining our approach around the most relevant priorities and outcomes.

Deforestation: We aim to reduce reliance on materials and products, such as palm oil, high-volume wood and paper products, and agricultural commodities, such as coffee and cocoa, that contribute to deforestation.

Ocean Health: We work to protect marine environments and safeguard vulnerable species. We prioritize sustainable seafood procurement for our restaurants and create region-specific sustainability strategies guided by international standards and partnerships with leading nongovernmental organizations.

Nature Conservation: We preserve local ecological systems through environmental education and carbon offsets. We also partner with regional water champions to reinvigorate biodiverse ecosystems, increase resiliency, preserve ecologically significant waterways, provide ecosystem services that reduce flood risk and sequester carbon, and engage our community with awareness activities.

Training and Communication

At this early stage of strategy evolution, we have focused on biodiversity trainings for our Sustainability team.

Evaluation and Adjustments

We conduct a biodiversity-related risk assessment as part of our management of environmental risk and in coordination with the enterprise risk management process. We assess the biodiversity impacts of our own operations and in areas adjacent to our integrated resorts and other significant sites. Impact is evaluated by location using the Integrated Biodiversity Assessment Tool (IBAT) to determine proximity to areas designated as ecologically important or critical areas for biodiversity. Further examination is performed on areas within 2 kilometers of our properties. We also review threatened species that may exist within 50 kilometers of our sites. Within our supply chain, we monitor our procurement spending for biodiversity-related impacts and have identified risks to deforestation and ocean health.

Biodiversity Assessment Operations

Number of properties with a biodiversity impact assessment ¹	5
Number of protected areas within 50 km of our properties ²	5
Properties in close proximity to critical biodiversity (within 2 km) ³	5
Threatened species potentially existing within 50km of our properties ⁴	2,479
Critically endangered	28
Endangered	86
Vulnerable	89
Properties with significant impact on biodiversity	0 ⁵

Supply Chain Biodiversity Assessment

	2023	2024
Seafood procured sustainably	16%	28%
Paper and wood products procured sustainably ⁶	32%	19% ⁷

¹ Our five properties are The Venetian Macao, The Plaza Macao, The Parisian Macao, The Londoner Macao and Sands Macao.
² The Integrated Biodiversity Assessment Tool (IBAT) as developed by the IBAT Alliance was used as a foundation to determine proximity to protected areas and areas of high biodiversity value outside protected areas.
³ If IBAT determined site proximity to these sites, a deeper analysis was performed to verify if the site was within 2 km.
⁴ As assessed on the IUCN Red List of Threaten Species, further examination is needed to understand what endangered species may be near (defined as within 5 km) the areas where we operate.
⁵ Operational sites in Macao are in close proximity to plant species Diospyros vaccinioides according to IBAT. Further investigation showed irregularity in listing of the species as concern in other tools and data sources which need updating. Therefore, our assessment currently notes no significant impact on biodiversity.
⁶ Includes paper hygiene goods, printed goods, case goods and upholstered goods.
⁷ Percentage decrease in this category results from relatively greater increase in annual total spend.

SOCIAL



MANAGEMENT APPROACH

WORKFORCE DEVELOPMENT

Oversight and Responsibilities

Our Human Resources department has the responsibility of managing our workforce development initiatives, with oversight by the Senior Vice President of Human Resources.

Policies

- Team Member Handbook
- SCL Overtime Policy

Targets and Commitments

Sands China is committed to investing 7 million training hours in workforce development training by 2025 to enable career progression for our team members and promote advancement of the talent pool in the hospitality industry. Our workforce development initiatives support UN SDG 5: Gender Equality, UN SDG 8: Decent Work and Economic Growth, and UN SDG 10: Reduced Inequalities. To provide transparency, we disclose our performance in alignment with HKEX ESG Reporting Standards and through the S&P Global CSA.

Strategy

We are dedicated to advancing career prospects and earning power of our own team members, future employees or the broader local workforce, through five categories of development: hospitality related hard skills, business-related soft skills, personal well-being, hospitality and workforce education, and advancement of underrepresented groups. In addition, we expanded our offerings into eight sub-academies under the Sands China Academy, a comprehensive talent development platform which serves not only our team members but also local industry professionals in Macao and the Greater Bay Area.

Team Member Advancement and Personal Development: Our training and development initiatives are complemented by programs that foster overall physical, mental and social well-being. Development benefits are available to all team members. Sands China offers 20 talent-development programs along with educational sponsorships, vocational competitions and mentorships. These programs focus on areas such as leadership development and upskilling, personal awareness and soft skills, business-related hard skills, cultural education and professionalism. We also support cross-functional empowerment initiatives that enable team members to diversify their skill sets and pursue career opportunities within the Company. As part of our strategy, regular reviews are conducted to identify talent gaps and facilitate workforce planning. To achieve this, cross-functional empowerment initiatives are implemented in order to diversify their skill sets and pursue career opportunities within the Company. Our focus is on several categories of development to address the main talent gaps, including integrated resort related hard skills, business-related soft skills, personal well-being, hospitality, and workforce education. To ensure the management invest sufficient effort in their respective area, talent development and succession planning was built into the performance management program, as one of the indicator to measure the managerial performance. Furthermore, we maintain a skill matrix for each team member whom participated in the programs to help us identify talent gaps and areas for development. An internal knowledge management framework was established to capture employee knowledge, encompassing various approaches such as internal onboarding processes, internal policies and standards, and an e-learning platform featuring online training, articles, and informative videos. This

framework aims to ensure that each department can build and maintain their own talent pool.

Health, Safety and Well-Being: We are committed to maintaining a strong management system that protects physical security and promotes overall wellness. For more details on occupational health and safety, see management approach on page 76.

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. Finally, we conduct regular salary adjustments to ensure our salary structure remains competitive.

Hospitality Education and Job Skills: We support higher education and learning programs for hospitality professionals and the local labor pool. We invest in a number of educational programs to provide pathways to careers in hospitality as well as build skill sets for the local job market. Additional programs support individuals hoping to return to work following a career gap.

Training and Communication

Developmental programs and benefits are communicated in our Team Member Handbook and online platforms. Additional engagement mechanisms are utilized on a periodic basis such as daily communication through intranet homepage, staff mobile app, newsletters, pulse surveys, townhall meetings and focus groups. Company's team member communication email is also available to enhance frequency of employee communication. Sands China manages, reviews and recognizes team members, as well as helping plan career pathways, through a three-part performance appraisal program. This approach allows managers to provide ongoing measurement, feedback and coaching related to job performance and career progression. The program includes setting goals with annual financial incentives, providing feedback and reviewing performance results. Individual goals are set in alignment with key areas of the team member's responsibility and Company objectives, which includes our commitment to service, responsible business practices and risk management. Performance appraisals are also utilized with non-managerial team members and focus on technical competencies and skills.

Evaluation and Adjustments

We evaluate our performance on an ongoing basis, leveraging regional human resource information systems. Data tracking, visualizations and pulse surveys on various topics including job satisfaction, happiness and stress inform our people management programs and processes, and enable our teams to take action in response. Team members have multiple avenues for reporting grievances directly to management or through an anonymous ethics portal. We employ a robust and confidential fact-finding process to review reported issues and determine if remedial measures are needed. We also maintain an open and ongoing dialogue with local labor unions, including the Macau Labor Bureau and the Macau Federation of Trade Unions, to address opportunities, emerging topics and areas of concern.

Workforce Overview¹

	Female	Male	Macao	Zhuhai	Hong Kong	Total
Total workforce	13,773	13,475	26,679	488	81	27,248
Permanent	13,754	13,458	26,649	482	81	27,212
Temporary	19	17	30	6	0	36

Employment Type

	Female	Male	Macao	Zhuhai	Hong Kong	Total
Full-time	13,677	13,387	26,502	481	81	27,064
Part-time	96	88	177	7	0	184
Full-time equivalents (FTEs)	13,725	13,431	26,591	485	81	27,156

Hiring

	Total
Total number of new hires	3,603
Rate of new hires	14%
% positions filled by internal candidates	9%
Average hiring cost/FTE	\$1,402

Hiring – by Gender

	Rate	Total
Male	57%	2,037
Female	43%	1,566

Hiring – by Age

	Rate	Total
Less than 30 years	43%	1,544
30–50 years	55%	1,965
More than 50 years	3%	94

Hiring - by Region

	Rate	Total
Macao	97%	3,511
Zhuhai	2%	56
Hong Kong	1%	36

Talent Retention

	2024
Retention rate	91%

Turnover

	Rate	Total
Total team member turnover	7%	2,610
Voluntary team member turnover	8%	2,035

Turnover - by Gender

	Rate	Total
Male	53%	1,379
Female	47%	1,231

Turnover - by Age

	Rate	Total
Less than 30 years	31%	800
30–50 years	44%	1,147
More than 50 years	25%	663

Turnover - by Region

	Rate	Total
Macao	98%	2,559
Zhuhai	1%	32
Hong Kong	1%	19

% of Employees Earning Above Minimum Wage

	2024
Macao	100%

Collective Bargaining

	2024
Certain employees in Macao may be part of gaming employees association that provide forums for discussion between gaming concessionaires and their workforce. Such informal discussions do not reach the level of trade unions nor collective bargaining. Sands China Ltd. complies with all local regulations related to labor and labor union.	0%

¹ Data as of December 31, 2024.

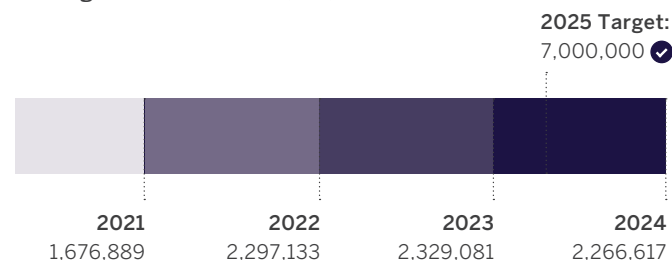
Investment in Workforce Development

	2024
Compliance training	111,945
Team member hard skills	2,027,227
Team member soft skills	79,597
Other team member training	45,496
Hospitality workforce training	2,351
Total training hours	2,266,617

Workforce Development Investment

2025 Target: 7 million training hours in workforce development

Training hours since 2021: 8,569,720 hours



Investment in workforce development covers mandatory and voluntary training for team members as well as training for external parties (retail tenants, suppliers, etc.).

Training and Development

	2024
Average hours of training per FTE	83
Average spend on training and development per FTE	US\$1,062
% of team members received development training (non-mandatory) ^{1,2}	35%

Training and Development – Breakdown

	Female	Male	Director and Above	Manager	Supervisor/ Specialist	Rank and File
Average hours of training per FTE	82	85	15	33	8	486
% of team members received training ²	45%	55%	4%	19%	15%	62%

Training and Development – By Type

	Compliance	Hard Skills	Soft Skills	Wellness & Better Self
Average hours of training per FTE	4	75	3	2

Performance Reviews

	2024
Team members receiving reviews	95%

Performance Reviews – Breakdown

	Female	Male	Director and Above	Manager	Supervisor/ Specialist	Rank and File
Team members receiving reviews	51%	49%	2%	12%	10%	76%

Team Member Engagement³

	2022	2023	2024
Actively engaged team members	69%	70%	86%

¹ Non-mandatory training excludes SCL Annual Policies Training and AML Training, New Hire Orientation, OHS and Professionalism Training, Cross-trainings, Elite programs and Level up programs, and departments' trainings.

² Training refers to vocational training.

³ Team member engagement represents the percentage of actively engaged team members as determined through engagement surveys.

MANAGEMENT APPROACH

OCCUPATIONAL HEALTH AND SAFETY

Oversight and Responsibilities

Our Human Resources department is responsible for managing impacts related to workplace safety and occupational health with ultimate oversight by the Occupational Health and Safety (OHS) Committee. The OHS Committee meets regularly and facilitates cooperation between management and team members to maintain safe and healthy working conditions. Team members are responsible for contributing to a safe work environment by following practices and protocols and notifying management of health and safety issues. 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 sits at the Executive Committee at the Board level, and reports on occupational health and safety related matters on a quarterly basis, as deemed necessary.

Policies

- Occupational Health and Safety Policy

Targets and Commitments

We commit to the safety of our team members, hotel partners, contractors and guests on our properties by striving to prevent accidents and illnesses and promoting healthy lifestyles. We also provide team members and other company representatives with the skills and knowledge to carry out their work in a safe and responsible manner. We are committed to fulfill legal requirements and social commitments, and driving continual improvement on health and safety targets. Our occupational health and safety (OHS) management systems are certified for the International Organization for Standardization (ISO) 45001:2018 standard.

Strategy

Our properties maintain OSH management systems that ensure compliance with all public health and environmental laws pertaining to our operations and incorporate safety into company policies, daily operations and communications. A variety of techniques are employed to support OSH management systems, including ISO certification, Kaizen systems, experience sharing, continuous education and management involvement. Additionally, we integrate workforce health and safety considerations into our business activities and work with suppliers and contractors to incorporate health and safety considerations into their practices to enhance performance. We use risk assessment methodology to identify work-related and psychological hazards and assess potential issues. We identify hazards by work activity using classifications in 5x5 risk matrix. Through a subsequent risk assessment process, we evaluate existing control measures to manage risks for identified hazards. If the risk level is high, we implement control actions. We review reports from previous incidents and hold periodic meetings with medical service providers to discuss trends and best practices. Departmental OHS wardens work to identify potential risks, recommend solutions to prevent risks or recurring incidents, monitor key metrics and targets, review action plans and adapt plans to address new challenges. We also promote and maintain employee mental and social well-being and work-life balance of our team members. We manage psychological risks and opportunities in the workplace by offering stress and mental health programs to our team members. Our 24-hour mental health support (Employee Assistance Program) is a rehabilitation type program and a mental health first aider in the workplace aimed at providing support to our team members experiencing negative impacts of exposure to physical and psychological risks by reducing the harmful effects of exposure to psychological hazards. Through the OHS Committee, we raise awareness and understanding where our team members identify signs of exposure to psychological risks by engaging in open forums. In addition, an internal psychological hazards identification and risk assessment is conducted on annual basis to manage psychological risks and opportunities.

We maintain an emergency response plan, incident response team, emergency drills, incident management system and protective action plan for preventing and managing emergencies that relate primarily to life safety and physical security incidents. Cross-functional emergency response teams are on duty 24 hours a day, seven days a week. Sands China has a Business Continuity Management (BCM) program that is guided by our global policy and guideline for handling pre-crisis, crisis and post-crisis stages in our business operations. We have been performing a series of key efforts to continuously enhance our Company's Business Continuity program to mitigate the impact of any emergency or crisis situations. Efforts include Business Impact Analysis (BIA) and Business Continuity Plan (BCP). The whole cycle has covered 64 business units across 29 critical departments completed in 2024. In the meantime, the Vendor Resiliency Analysis, gap analysis and regular updates ensured uninterrupted premium service delivery. Through these efforts we assisted business units to handle crisis at different stages, preparing for business recovery to maintain our business continuity. Apart from enhancing team member's awareness by offering tailor made trainings, Sands China conducted different types of situational drills and tabletop exercise to improve the effectiveness of BCP. Topics encompassed IT outage drill, cyber drill, fire and EV drills and terrorist attack ground deployment exercises. We also offer a range of workshops and seminars to our team members including crisis management team townhall meetings, bomb threat workshop with a field expert, judiciary police workshops, and global security conference. Furthermore, a monthly report is shared to our executives. Updates on the BCM program are reported quarterly to our senior management at the Enterprise Risk Management (ERM) meeting. Finally, the BCM program is reviewed and assessed by a third-party consultant for improvement.

Training and Communication

Our OHS Committee is responsible for driving OHS strategies, define goals, set standards, practices and policies, discuss pertinent safety issues and solutions, monitor departments' compliance and provide assistance and training as needed. It provides an open forum in which team members may participate. The OHS Committee generally meets on regular basis and at minimum annually. Team members attend various OHS trainings covering general and department-specific health and safety topics to improve awareness. Field-specific OHS accreditations and safety warden trainings ensure departments and supervisors maintain applicable standards and practices. In addition, team members in ISO-certified departments are trained periodically on OHS concepts. Through forums and an open dialogue, team members are encouraged to provide feedback to management teams and human resources regarding occupational health and safety protocols, practices, procedures and processes. In addition, they can bring safety-related concerns and questions to Safety wardens during monthly meetings.

Evaluation and Adjustments

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 inspections and audits of the occupations 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.

Company Benefits¹

- ✓

Comprehensive healthcare and dental benefits

✓

Retirement programs

✓

Paid time off

✓

Paid sick leave
- ✓

Paid parental leave (primary and non-primary)²

✓

Flexible and part-time options

✓

Remote work arrangements³

✓

Stress and mental health programs
- ✓

Sport and physical health opportunities

✓

Pension and retirement benefits⁴

✓

Lactation facilities and arrangements⁵

✓

Other benefits⁶

✓

Additional paid leaves⁷

OSH Management

	Rate	Total
Team members covered by OHS management system	98%	26,679
Team members covered by OHS management system that is externally audited ⁸	66%	18,052

Safety Data

	2024
Work-related fatalities	0
Work-related fatality rate ⁹	0
High-consequence work-related injuries	1
High-consequence work-related injury rate ⁹	0
Recordable work-related injuries ¹⁰	536
Total recordable incident rate ⁹	1.8
Lost-time incident rate ⁹	1.5
Lost days due to work-related injury	10,491
Total number of hours worked	59,232,793
Work-related ill-health fatalities	0
Cases of work-related ill health	0
Team members trained on health and safety standards	5,146
Absentee rate ¹¹	3%
Gaming floor areas where smoking is allowed	0
Gaming staff working in areas where smoking is allowed	0

Parental Leave¹²

	Female	Male	Total
Team members that took parental leave	251	249	500
Team members that returned to work after parental leave	244	247	491
Return-to-work rate of Team members that took parental leave	97%	99%	98%
Team members who returned and were still employed after 12 months	197	218	415
Retention rate of team members that took parental leave after 12 months	86%	90%	88%

Benefits

	2024
Team members participating in health programs	100%
Team members participating in well-being programs	100%

¹ Benefits are available to all full-time and eligible part-time team members; specific plan options vary by business unit. These include medical, dental, vision, short-term disability, life, and accidental death and dismemberment insurance options at no premium cost; group healthcare insurance; and other support for both physical and mental health, such as a free employee assistance program for team members.

² The Company provides paid leave for eligible team members, male and female, who are new parents, according to local laws and regulations. Eligible female team members are entitled to 70 days of paid maternity leave, while male team members are entitled to five days of paid paternity leave with flexibility on when they take their leave.

³ Working from home may be available, subject to operational needs and departmental approval. At Sands China, we provide flexible working arrangements for eligible team members to assist with their personal needs, such as childcare, study or health requirements. We have also accommodated some team members with the resources to work from home, if the nature of their work allowed for remote operation.

⁴ Our pension and retirement benefits cover 100% of our full-time team members. Team members can participate in retirement planning programs, which include employer and employee contributions to help team members build fund reserves for the years after retirement.

⁵ Accommodations are provided to support team members who chose to breastfeed upon returning to work.

⁶ The Company provides an array of benefits to help our team members achieve greater work-life balance. These benefits include fitness centers; subsidized meals; discounts on retail goods, services, hotels and other offerings; tuition reimbursement; health screenings and various participative activities to boost team member engagement.

⁷ Additional paid leaves include matrimonial leave, compassionate/bereavement leave, and hospitalization leave, among others.

⁸ Including properties who undergo external audits by local regulators.

⁹ Calculated based on 200,000 hours worked.

¹⁰ The primary types of work-related injuries include twists, sprains and overextension; cuts, stabs and clamp; hitting/striking against object; slip/falls.

¹¹ Absentee rate refers to the number of absentee days in the accounting period per total days scheduled to be worked in the same accounting period. Data Coverage: 100%.

¹² Team members entitled to parental leave include those that had an event that qualifies them for parental leave.

MANAGEMENT APPROACH

DIVERSITY, EQUITY AND INCLUSION

Oversight and Responsibilities

The diversity, equity and inclusion (DEI) program is led by the ESG Committee with support from senior leaders overseeing each area of focus, including Human Resources, Procurement and Legal teams.

Policies

- LVS Global Code of Business Conduct and Ethics
- LVS Global Preventing Discrimination and Harassment Policy
- LVS Global Reporting and Non-Retaliation Policy
- LVS Global Diversity Statement

Targets And Commitments

We are committed to ensuring an inclusive and collaborative working environment with a deep appreciation and respect for the diverse backgrounds of our team members, guests and business partners. Our focus on creating a diverse and inclusive culture spans the recruitment, training and development of team members, as well as engagement with business and community partners. By end of our reporting cycle in 2025, we aim to achieve female representation in junior management to 47%, and 45% female representation in management as part of our path to achieving gender parity.

Our DEI initiatives support UN SDG 5: Gender Equality and UN SDG 10: Reduced Inequalities. We are also committed to transparency and disclose our performance in alignment with HKEX ESG Reporting Guide and through the S&P Global CSA.

Strategy

We have identified five essential areas for our DEI efforts: human resources and talent management, supplier diversity and inclusion, community investments in diverse organizations, corporate governance, and benchmarking and communications.

Human Resources and Talent Management: We foster an environment in which team members are able to fully actualize their potential, resulting in a more diverse, skilled and experienced workforce that is better prepared for leadership positions within the Company. This includes team member resource groups which provide various mechanisms for support, networking and mentorship. We also focus on recruitment and selection practices that yield a diverse range of candidates at all levels and monitor the gender pay data to ensure equal remuneration. As an equal employment opportunity employer, we strive to ensure our team members have equal access to the

same opportunities, as demonstrated by our Equal Employment Opportunities Statement. We are strongly committed to fairness and equal opportunity in employment, and, to that end, we will not tolerate discrimination against our team members in any form. We have policies in place to support and encourage diversity, equity and inclusion, and therefore equal pay between genders.

Supplier Diversity and Inclusion: We enhance opportunities, strengthen relationships and foster innovation with local SMEs, including micro-enterprises, Macao young entrepreneurs and “Made-in-Macao” businesses to promote diversity within our supply chain.

Community Investments: We support nonprofit organizations representing the needs of diverse populations to increase awareness and support for DEI in our local community, aiming to remove systemic barriers and empower underrepresented groups.

Corporate Governance: We promote DEI in all aspects of our operations and ensure that processes impacting DEI issues – both directly and indirectly – support the attainment of positive outcomes.

Benchmarking and Communications: We ensure a supportive and collaborative corporate culture by clearly communicating company values and progress around DEI initiatives and fostering mutual appreciation and respect among team members. We also work to develop a best-in-class approach for disclosure of the Company’s DEI metrics to ensure transparency, accountability and continual innovation.

Training and Communications

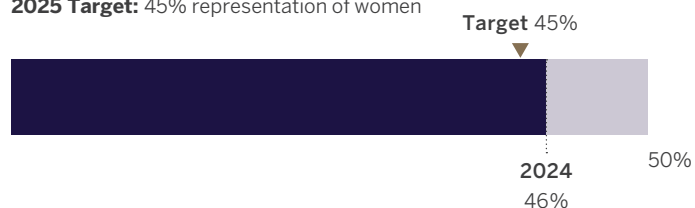
The Company promotes DEI in the workplace through support for various team member resource groups. A key part of our DEI agenda is providing ongoing trainings and insightful discussions to bring attention to DEI issues, foster understanding and inspire progress. A variety of programs helped us achieve our women in management targets.

Evaluation and Adjustments

We annually evaluate and disclose DEI-related metrics, including gender and racial diversity by employment level, age, disability and board diversity. In addition, we track discrimination and harassment cases and periodically review pay equity studies. Team member surveys are used to inform our approach.

Representation of Women in Management¹

2025 Target: 45% representation of women



Representation of Women in Junior Management²

2025 Target: 47% representation of women



¹ Includes managers, directors, vice presidents and above.

² Includes assistant manager to senior manager positions.

Gender Diversity

	Female	Male
Share of total workforce	51%	49%
All management positions	46%	54%
Junior management positions	47%	53%
Top management positions	36%	64%
Revenue-generating management positions	54%	46%
Science, technology, engineering and math (STEM)-related workforce	23%	77%

Nationality

	Share in all management	Director and above	Manager	Supervisor/ specialist	Rank and file	Total workforce
Chinese	82%	1%	10%	9%	67%	87%
Filipino	1%	0%	0%	0%	4%	5%
Malaysian	1%	0%	0%	0%	0%	0%
Nepali	0%	0%	0%	0%	2%	2%
Portuguese	10%	0%	1%	0%	1%	3%
Rest of world	5%	0%	0%	0%	2%	3%

Age

	Total
Less than 30 years	12%
30–50 years	60%
More than 50 years	29%

Disability

	Total
Disabled team members	0.3%

MANAGEMENT APPROACH

HUMAN RIGHTS

Oversight and Responsibilities

Issues related to human rights are governed at the highest level of the Company through oversight by the Board's ESG Committee as part of its overall ESG responsibility. Several internal departments are responsible for managing human rights, including the Human Resources, Legal, Compliance, and Procurement and Supply Chain teams, supported by the Security and Surveillance teams and front-line team members in relevant departments. Ongoing management and implementation of counter-human trafficking initiatives is the responsibility of our human trafficking prevention committee, who collaborate closely with law enforcement.

Policies

- LVS Global Human Rights Statement
- LVS Global Code of Business Conduct and Ethics
- LVS Global Supplier Code of Conduct
- LVS Global Preventing Discrimination and Harassment Policy
- LVS Global Human Trafficking Prevention Policy
- LVS Global Reporting and Non-Retaliation Policy

Targets and Commitments

We are firmly committed to protecting fundamental rights and freedoms for all people, without regard for race, color, religion, language, age, gender, national origin, sexual orientation, gender identity, gender expression, mental or physical disability, genetic information, marital status, or any other status protected by law. We also are strongly committed to fairness and equal opportunity in employment¹ and will not tolerate harassment or discrimination in any form in our workplace or any work-related settings, whether by fellow team members, supervisors, managers, officers, directors or anyone who interacts with the Company such as vendors, contractors, consultants, agents or guests. We condemn human trafficking in any form, including sex trafficking, forced labor and child labor, in our operations and supply chain.

Finally, Sands China adheres to the Macao Labour law, and no child or forced labor cases have ever been identified.

Strategy

Human rights protection is fully integrated into our business, with stringent processes and rigid standards to enforce our zero-tolerance policy for violations. We preemptively identify human rights risks and seek to prevent and mitigate adverse impacts in our direct operations and value chain. Significant risks are escalated, managed and reported to the Board through our Enterprise Risk Management (ERM) process.

We require suppliers to provide fair and safe working conditions and treat their employees with dignity and respect. As part of our supply chain management process, we mitigate and address adverse human rights impacts, including child labor², forced labor, human trafficking, remuneration, discrimination, harassment, freedom of association and collective bargaining. We also screen for human rights risks when establishing new business relationships and ventures.

Discrimination and Harassment: To mitigate risk, we conduct background checks before hiring, and all team members must agree to our Code of Business Conduct and Ethics and attend annual training. When issues arise, our remediation process includes conducting prompt, consistent, thorough and neutral investigations by our Human Resources, Compliance, Investigations and Legal teams, as well as other departments that may be impacted.

Human Trafficking: We have instituted proactive and reactive strategies to safeguard our properties and patrons from human trafficking. Additional measures are in place to prevent trafficking associated with personnel such as construction and migrant workers.³

Training and Communication

All team members must acknowledge our Code of Business Conduct and Ethics, as well as participate in mandatory anti-harassment and non-discrimination training upon hiring and annually. We encourage team members to report incidents to Human Resources or through our confidential third-party ethics hotline, which is reinforced by our Non-Retaliation Policy.

We train all team members to identify suspicious activity with respect to human trafficking, both during onboarding and through annual compliance courses, and front-line team members receive additional training. Team members and guests have several means to report suspected incidents, including alerting security or management personnel, contacting the company through corporate and property websites, and using our anonymous ethics hotline, which is available in multiple languages.

Evaluation and Adjustments

We update our processes and protocols for addressing human rights risks on an ongoing basis to incorporate the latest intelligence and standards of performance. To maintain a pulse on the current environment, we review and establish metrics for discrimination and harassment cases in our risk assessment. Team members also are asked to participate in periodic ethics surveys.

¹ Except that the Company does not hire individuals under the age of 18, and minors under the age of 21 are not permitted to work on gaming floors as regulated by the DICJ. These exceptions are in place to comply with legal regulations and to maintain a safe working environment for all team members.

² Suppliers shall not employ any persons under the age of 16 under Macao Labour law or the applicable minimum legal age for employment, whichever is higher.

³ All team members are required to have written contracts and to provide true identification ("ID") copies. Non-local team members are also required to get approval from the Macao government in which their ID and ages are checked.

Counter-Human Trafficking Training

	Number completed	% completed
Directors and above	568	98%
Managers	2,988	99%
Supervisors/specialists and rank and file	22,205	99%
Total	25,761	99%

Counter-Human-Trafficking Training

	Total
Number of team members trained (specialized)	3,783
Total training hours (specialized)	3,680

Discrimination and Harassment Training

	Number completed	% completed
Directors and above	566	98%
Managers	2,995	99%
Supervisors/specialists and rank and file	22,224	99%
Total	25,785	99%

Security Personnel Training

	Number completed	% completed
Counter-human trafficking	1,130	99%
Discrimination and harassment	1,130	99%

MANAGEMENT APPROACH

RESPONSIBLE GAMING

Oversight and Responsibilities

The ESG Committee of our Board of Directors provides oversight of the ESG strategy and ESG issues including Responsible Gaming. The ESG Steering Committee at the executive level is responsible for managing the implementation of the ESG Program and related policies, as well as ESG initiatives, including Responsible Gaming. This Steering Committee meets quarterly to consider strategic initiatives and ensure the ESG program is held at the highest standards. Our Vice President of Concession Administration and Casino Compliance, who is accountable for Responsible Gaming, provides updates on Responsible Gaming initiatives, policies and strategy during the ESG Steering Committee, following an ESG topical presentation schedule.

Our Vice President of Concession Administration and Casino Compliance is responsible for implementing our responsible gaming program at Sands China and is assisted by Responsible Gaming Ambassadors, dedicated Responsible Gaming teams and casino team members who have been trained in identifying signs of problem gaming behavior. In addition, 100% of our team members undergo periodic training on these topics and are responsible for following processes and providing support.

Policies

- Responsible Gaming Program
- Responsible Gaming Mission and Commitment

We have policies in place to promote responsible gaming, responsible marketing and sales.

Pursuant to Article 42-B, paragraph 1.2 and 1.3 of Law No. 16/2001 we set out and formalized internal procedures for team members and Responsible Gaming Ambassadors to assist patrons who request to be excluded from Macao casinos.

DICJ Responsible Gaming Guidelines requires Macau gaming operators to maintain documents relating to the number of Responsible Gaming ad hoc group members (Responsible Gaming Ambassadors), and their scope of duties and procedures for implementing responsible gaming work in providing assistance to patrons in need. We have set out and formalized internal procedures to becoming and maintaining the qualification as Responsible Gaming Ambassadors' scope of duties, types of responsible gaming red flags and service guidelines for assistance to patrons.

We have set out and formalized internal procedures for account verification and handling for patrons with barring exclusions. The procedure provides guidance to all Marketing Front Line team members on the handling of all existing membership accounts with active exclusion flagged for barring or self-exclusion purposes. All team members are required to contact and notify Sands China Security & Surveillance departments upon the approach of any individuals who are subject to Government Bar/Self-Exclusion.

Targets and Commitments

"We are committed to providing each guest with an unforgettable experience. That commitment extends to every facet of our resort – right down to the casino floor where we are equally dedicated to promoting an atmosphere of responsible gaming." - Sheldon G. Adelson

We are committed to establishing an environment that promotes responsible gaming by raising awareness of the potential effects of gambling disorder behaviors and providing information for patrons seeking help. Our properties adhere to local laws addressing casino operations, advertising and marketing, which are heavily regulated, and support social safeguards established by the Macao government. Sands China will continue to work closely with the Macao government on carrying out its responsible gaming policies and directions, as well as collaborate with the related local professional organizations and institutions on promoting responsible gaming via a diversified approach.

As part of our commitment to Responsible Gaming, advertising and marketing of casino gaming, we strictly comply with DICJ (Gaming Inspection and Coordination Bureau) requirements, and exceed base requirements.

We make no false or misleading claims and do not exaggerate claims about the probabilities of winning at various games. In addition, our advertising and marketing materials contain responsible gaming messages, which include a 24/7 helpline managed externally by a third-party, self-exclusion application QR code available in our malls, and an exclusive responsible channel available in television screens of all hotel rooms, displaying responsible gaming messages, self-exclusion videos and help-seeking information 24 hours a day. Responsible gaming messages are displayed at all Casino entrances, guest shuttle buses, Cotai strip LEDs and television screens inside smoking rooms at casino floors. Gaming related promotions are advertised only inside our casinos.

In addition, all Sands China properties offer responsible gaming private interview rooms for patrons to cool-off. Our Responsible Gaming Ambassadors may invite patrons to the interview room whenever in need, and provide them with responsible gaming assistance, and information at the end of the interaction.

Sands China has set industry-leading measures on financial/time limits on gambling. We share tips to our patrons to play responsibly including to set a limit and stick to a budget for gambling; set a time limit for gambling; do not carry credit or ATM cards into the casinos; do not drink alcoholic beverages and gamble at the same time; and do not borrow money to gamble. Measures on financial/time limits on gambling are available at every casino entrance, cage, marketing counter, and can also be found in our Responsible Gaming webpage.

As part of our ethical marketing practices, we focus on protecting children from gambling. We are committed to promote responsible gaming awareness to children by instilling beneficial financial concepts and increase their knowledge of deterring deviant behavior through educational activities hosted by Sands China.

Strategy

Our strategy includes five core pillars: team member training, self-limit options, accessible and prominent responsible marketing/communication and accessibility of information, partnerships with organizations that address the issue, and a unique Responsible Gaming Ambassador program that was developed with leading experts and stations offering team member support on casino floors 24 hours per day, seven days per week. We employ standard industry protocols, such as prominent posting of gambling disorder helplines, throughout our properties.

Training and Communication

All our team members participate in responsible gaming training at their orientation. According to the Guidelines from DICJ, Responsible gaming refreshment training occurs every two years for all casino team members. As the pioneer of Responsible Gaming Operator in Macau, all our total workforce receives responsible gaming training every two years. The training is provided to our team members via internal myLearning online platform. For team members who do not have a Company e-mail account, the responsible gaming training can be completed in person, and it is provided by our Responsible Gaming trainers.

The responsible gaming training ensures all our team members learn how to recognize the signs of potential gaming-related problems, the risk of gambling and how to prevent gambling disorder and bring concerns to a Responsible Gaming Ambassador, who has gone through intensive training led by university and gaming industry experts. The scope of the training covers the following major topics and takeaways: Why do people gamble; What is Responsible Gaming; Clarify the Characteristics of Responsible Gaming & Gambling Disorder; Identify the Behaviors of Gambling Disorder; Assistance available for

people with Gambling Disorder; Casino Entry Ban; Understand Sands China Ltd.'s Legal Obligations. In 2024, we also provided responsible marketing and sales training to 100% of our front-line team members who directly interact with customers. The "Sands Resorts Macao, Paiza and Sands Rewards Membership Highlights Training" covers benefits of our membership programs and our offered products, including hotels, F&B, attractions and shopping areas. We will continue to provide responsible marketing and sales training for new front-line team members. When changes in practices occur, timely communication will be delivered to our front-line team members by relevant departments.

Evaluation and Adjustments

Our internal audit department performs annual review to evaluate responsible gaming control procedures and compliance with DICJ Responsible Gaming Guidelines. In addition, our internal audit department performs annual ACP (Anti-Corruption Policy) audits to evaluate the Company's ACP program and compliance to department policies and procedures, including marketing and sales. Our responsible gaming program is evaluated regularly for alignment with leading industry research and science-driven best practices. We optimize our programs through ongoing partnerships with industry experts, problem gaming prevention and treatment centers, and educational and community organizations specializing in this area.

Responsible Gaming Training²

	2024
Number of team members trained	2,236
Number of team members trained (specialized)	508
Number of responsible gaming training hours	10,939
Number of facilities with implemented responsible gambling accreditation ³	5

Satisfaction

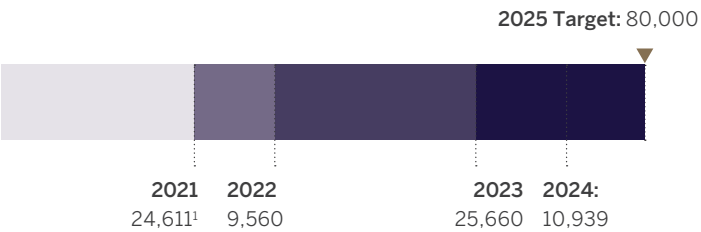
	2024
Customer satisfaction	89%

Our customer surveys are sent to our guests after their stays to evaluate customer satisfaction, measure service quality performance and gauge customer expectations. Customer satisfaction represents the percentage of satisfied customers compared to the total number of customers responding to the survey⁴.

Responsible Gaming Training

2025 Target: 80,000 hours in responsible gaming training

Training hours in Responsible Gaming (since 2021): 70,770 hours



Gaming Compliance

	2024
Incidents of non-compliance with regulations concerning the health and safety impacts of gaming products and services	0
Incidents of non-compliance with regulations concerning gaming product and service information and labeling	0
Incidents of noncompliance with regulations concerning gaming marketing and communications, including advertising, promotions and sponsorship	0

¹ Responsible gaming training hours have been restated for 2021.
² Responsible gaming refreshment training occurs every two years for all casino team members as required by DICJ, with the last round of training occurring in 2023. All new team members are required to undergo training during orientation.
³ The Sands Macao, The Venetian Macao, The Londoner Macao, The Parisian Macao, and The Plaza Macao casinos obtained the newly developed Macao-localized Responsible Gaming Indicator accreditation.
⁴ Our Operations Excellence department is responsible for improving Company's overall customer service. This department provides customers with after-sales service by monitoring online reviews on a daily basis and responding to guest feedback in a timely manner.

MANAGEMENT APPROACH

COMMUNITY OUTREACH

Oversight and Responsibilities

The Sands Cares community engagement program, guides our initiatives to address the health of our community and is overseen by our Senior Vice President of Human Resources and Vice President of Corporate Communications and Community Affairs, with the support of our Head of Sustainability. Our Sands Cares ambassadors are responsible for implementation of the program’s initiatives, including coordination of volunteer efforts.

Policies

- LVS Global Charitable Contributions and Sponsorship Policy
- LVS Global Corporate Giving Guidelines

Targets and Commitments

A fundamental part of Sands China’s culture is the commitment to helping our region maintain a high quality of life and address areas of need for residents. Through Sands Cares, we focus on corporate giving, capacity building and volunteerism. We have set an ambition to contribute 200,000 team member volunteer hours by 2025 in support of our community.

Strategy

We participate in local community engagement and development programs. We engage in initiatives that promote our region’s resilience around issues of concern and crisis situations, build local business and nonprofit capability to advance success, promote educational opportunities to create a thriving workforce of the future, and preserve the unique cultural and natural heritage of our community. During the 2021–2025 reporting cycle, we are placing emphasis on accelerating our volunteer initiatives while continuing our philanthropic giving and capacity-building efforts. Our team member volunteer framework consists of three categories: participating in team member-selected community activities to encourage an overall spirit of giving back, engaging in company-coordinated volunteer programs to address local issues prioritized by the company, and lending skills-based volunteer support that leverages the talents and expertise of our workforce. Total number of hours of service to the community include employee volunteerism with green activities, elderly and disadvantaged groups, and other initiatives.

In addition, we support the building of social capital among the team members who choose to work with us, our partners and suppliers, and the community we serve, on whom our business success depends. We participate in local social networks through events and activities we organize to support and build a sustainable community, promote well-being and cohesion. We encourage a motivated workforce that connects with the community to support social causes through our Sands Cares Program, building social participation, trust and solidarity.

Training and Communication

We execute training to successfully carry out our initiatives. We ensure our local community is represented in our stakeholder engagement process through participation by nonprofit and civic leaders.

Evaluation and Adjustments

We track various KPIs related to community contributions to understand progress against our goals and commitments. Nonprofit partners are asked to provide regular reports detailing the impact of our contributions on their causes. Additionally, surveys are conducted following volunteer events to understand and learn from the experience of participating team members.

By the end of 2022, we had surpassed our 2025 ambition to contribute 110,000 community service hours, logging more than 172,296 hours and exceeding the goal by 57%. In 2023, we have set a new community volunteerism target of achieving 200,000 service hours from 2021–2025, accounting for escalated pandemic support while striving to remain ambitious.

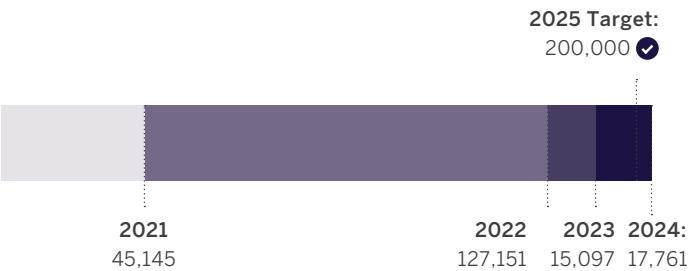
Community Contributions

	2024 (US\$)
Cash donations	\$1,324,241
In-kind donations	\$268,144
Events and sponsorships	\$13,282,577
Team member volunteer hours	17,761
Team member volunteer hours during paid work time	3,091
Amount of food donated (kg)	31,472
Number of NGOs supported	41
Number of community events	206
Disaster relief kits built and donated	31,500

Community Contributions

2025 Target: 200,000 Volunteer Hours

Total since 2021: 205,154 Volunteer Hours





GOVERNANCE



MANAGEMENT APPROACH

CORPORATE GOVERNANCE

Oversight and Responsibilities

Sands China's Board of Directors oversees the Company's corporate governance efforts. The Company's senior executives are responsible for execution of and accountability to defined standards. The Board is elected by Shareholders and provides oversight of, and strategic guidance to senior management, including selecting the senior leadership team. The Board delegates authority and responsibility for conducting the day-to-day operations of the business to senior management and maintains oversight of their performance.

Policies

- Memorandum and Articles of Association
- Board of Directors Corporate Governance Guidelines
- Committees Terms of Reference
- Board Diversity Policy
- Shareholders' Communication Policy

Targets and Commitments

With a steadfast commitment to effective governance practices, the Board of Directors and senior management team have established a comprehensive corporate governance framework to meet the specific mandates in Macao, Hong Kong and the Cayman Islands. Specifically, we adhere to requirements outlined under the Listing Rules, the applicable rules and regulations of the Macao laws, the Hong Kong laws and the Cayman Islands laws.

Strategy

Our corporate governance framework has been established in our Memorandum and Articles of Association and Board of Directors Corporate Governance Guidelines, along with other governing documents.

Board of Directors

Our corporate governance structure is defined and overseen by the Board with our senior executives spearheading execution of and accountability to our Board's defined standards and processes. At the Board level, Sands China has established the leadership capability and comprehensive controls to ensure we fulfill our primary directives - delivering strong business returns, driving sustainability and addressing stakeholder interests.

Board Structure

Our Directors bring a variety of experiences and core competencies that contribute to the strategic execution and management of risk for our Company. In 2024, our Board includes eight Directors, four of whom are independent. The Board has five Committees, which include the Audit Committee, the Remuneration Committee, the Nomination Committee, the Sands China Capital Expenditure Committee and the ESG Committee. These Committees operate under their respective terms of reference approved by the Board. The Board and each Committee annually conduct a comprehensive self-evaluation on its own performance.

Board Composition

The Nomination Committee selects director candidates by considering the appropriate skills and personal characteristics that complement the current makeup of the Board and address the needs of the Company, having due regard to the Company's Nomination Policy and Board Diversity Policy. Factors used in director selection include ethical standards and integrity; independence; diversity of the existing Board; skills and experience of candidates to complement existing Board members; the number of other public company boards on which candidates serve; ability and willingness to dedicate sufficient time, energy and attention; and ability and willingness to comply with the duties and responsibilities set forth in the Company's Board of Directors Corporate Governance Guidelines and Memorandum and Articles of Association.

Governing Protocols

We have established a comprehensive corporate governance framework and practices for our Company's operations and applied the principles of the Corporate Governance Code set out in the Appendix C1 of the Listing Rules. We put a number of policies and procedures in place to reflect key components of our corporate governance framework. These include, but are not limited to, the Board of Directors Corporate Governance Guidelines, Board of Directors Approval and Authorization Policy, Code of Business Conduct and Ethics, Anti-Corruption Policy and Reporting and Non-Retaliation Policy. Please refer to our 2024 Annual Report for more details. The 2024 Annual Report, along with other governing documents such as the Memorandum and Articles of Association, are available on our website at <https://www.sandschina.com>.

Training and Communication

Within the first 90 days after election or appointment to the Board, each new member of the Board shall participate in a mandatory orientation program. In addition, the Company's management shall provide new Board members with materials, briefings and educational opportunities to familiarize them with the Company and enable execution of their duties. From time to time on a continuing basis, all Board members shall receive additional materials, briefings and educational opportunities so they can remain current with topics under their purview.

Directors are encouraged to attend the annual general meetings and are expected to attend Board meetings and meetings of Committees on which they serve. They are also required to devote the time needed and participate in meetings frequently as necessary to properly execute their responsibilities. Directors are expected to review meeting materials prior to Board and Committee meetings and communicate to management any questions or concerns that they wish to discuss in advance of meetings. Further, the ESG Committee received updates on the ESG reporting requirements and related Listing Rules, Stock Exchange's new climate-related disclosure requirements, ESG strategy and approach as well as latest ESG-related market trends and developments throughout the year 2024.

Evaluation and Adjustments

The Board and its Committees annually conduct self-evaluation to determine whether it and its Committees are functioning effectively.

Board Overview

	2024
Board members	8
Women Board members	1
Average Board member attendance	95% (excluding AGM)/ 93% (including AGM)
Average Board member tenure (years)	10
Share of independent directors	50%

Board Meetings and Committees

	Members	Independent Directors	Meetings
Board of Directors	8	4	9
Audit Committee	4	4	8
Remuneration Committee	3	2	4
Nomination Committee	3	2	2
Capex Committee	3	1	4
ESG Committee	3	2	3

Board ESG Training¹

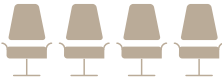
	2024
Number of ESG-related trainings the Board has received	16

2024 Board Representation

Board Members 8



Independent Directors 4



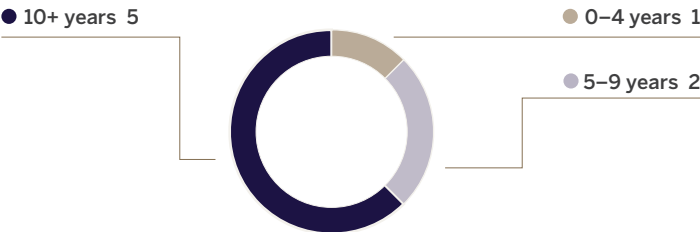
Directors who are women 1



Age Distribution



Director Tenure



¹ The trainings include in-house briefing, seminars, research materials sharing by HKEX on latest ESG trends and corporate governance, etc.

MANAGEMENT APPROACH

RESPONSIBLE BUSINESS

Oversight and Responsibilities

The Sands China Audit Committee ensures Sands China's Code of Business Conduct and Ethics is properly implemented and administered by providing oversight to the Compliance department. Day-to-day responsibility for implementation of policies and procedures established under the Code of Business Conduct and Ethics is provided by the Company's Chief Compliance Officer. All team members are responsible for following the Code of Business Conduct and Ethics and reporting any violations or concerns in accordance with the Company's Reporting and Non-Retaliation Policy. Managers and supervisors are responsible for maintaining a work environment in which constructive, candid and open discussion is encouraged and expected, without fear of retaliation.

Policies

- LVS Global Code of Business Conduct and Ethics
- LVS Global Reporting and Non-Retaliation Policy
- Securities Trading Code
- LVS Global Anti-Corruption Policy
- LVS Global Anti-Money Laundering Policy
- LVS Global Global Politically Exposed Person Policy
- LVS Global Corporate Political Contributions and Expenditures
- LVS Global Corporate Giving Guidelines
- LVS Tax Risk Management Policy
- Tax Overview

Targets and Commitments

We are committed to our core values of excellence in business performance, dedication to impeccable service, innovation, sustainability, and fairness and honesty in all that we do. We act ethically not only to protect our Company, but because it is the right thing to do for our stakeholders and society as a whole. Our commitment to ethics includes maintaining the highest standards of professional conduct in every activity and wherever we do business. We take ethical concerns extremely seriously and do not accept misconduct by senior managers, team members, suppliers, contractors or other agents. Company policy prohibits retaliation, harassment and intimidation against anyone who in good faith reports suspected misconduct or participates in the investigation of issues.

Strategy

Sands China Ltd. is committed to complying with all laws and regulations governing corruption that are applicable to our operations, including but not limited the Macau Penal Code, which criminalizes corruption, and Macau Law 19/2009, which targets prevention and combat of corruption in the private sector. We follow the letter and the spirit of all laws and regulations that govern the Company's conduct. We are aware of our global obligations and act with integrity in every action we take on behalf of the Company. Our Code of Business Conduct and Ethics provides a high-level overview of the core principles that govern our way of doing business and helps us detect and prevent violations of law and corporate policy while promoting individual accountability. The Code

of Business Conduct and Ethics applies to all Directors, officers – including our named executive officers – team members, consultants, vendors and agents of the Company, regardless of where they perform their work.

We provide means for our team members to raise concerns in confidence through our Ethics Hotline platform. We routinely review Whistleblowing mechanism and any reports arising, and ensure that arrangements are in place for proportionate and independent investigation and follow-up action. Reports of alleged misconduct come into the Company in a variety of ways, including the ethics hotline, direct emails, and through management reporting. Whistleblowers are protected from retaliation and all information obtained during investigations remains confidential (aside from details needed to take remedial action and/or when complying with applicable laws). Once a report is made, an appropriate investigator will conduct a prompt, fair, and thorough investigation. If it is determined that a violation has occurred, the Company will take action commensurate with the severity of the offense. This may include disciplinary action against the accused party, up to and including termination. Reasonable and necessary steps will also be taken to prevent any further violation of the policy at issue.

Under the direction of the Global Chief Compliance Officer, the Company investigates all questions, matters, associations and issues related to, but not limited to, potential conflicts of interest, community and political activity and contributions, and prohibited receipts and payments, utilizing appropriate company and outside resources.

Anti-Corruption: The Compliance department identifies and evaluates situations arising in the course of business and other activities to ensure that licensed gaming is conducted honestly, competitively and free from criminal or corruption elements. Our Anti-Corruption Policy prohibits any form of bribery or corruption, including the payment, offer, promise, solicitation or receipt of commercial bribes or kickbacks, facilitation payments and other corrupt payments, it requires proper and accurate record keeping of all transactions involving the Company and it sets out internal controls to ensure payments and financial activity do not fall into any of those categories.

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. 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.

We maintain customer due diligence (CDD) guidelines and controls that are risk-based for high-volume credit and/or cash patrons, which include, among other procedures, collection, validation and analysis of basic identity and source of funds information, and name-matching against lists of known parties, such as politically exposed persons (PEPs). In addition to verifying a customer's identity through reliable, independent source documents, our Company authenticates identification documents and screens customers against various sanctions and other watch lists using an outside vendor. We conduct regular screenings of our customer database against the published lists by the U.S. Treasury Office of Foreign Assets Control to search for terrorists, drug traffickers and specially designated nationals. At several points during a customer's interaction, we also screen for PEP status. For identified PEPs, we research and document their sources of wealth, monitor their transactions and in some circumstances, restrict their transactions. Our Company policies require increased levels of management review and approval for PEP customers. Executive approval processes for PEPs are maintained at the local level, with exceptions approved by the Global Chief Compliance Officer. In addition, our properties participate in annual independent, risk-based testing of their compliance with our anti-money laundering program and policies as well as local laws and regulations, performed by the internal audit department.

Policy Engagement: 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. While we do not give any political contributions in Sands China, the Group's global political contributions and expenditures are disclosed on an annual basis on LVS' investor relations website to provide transparency for these activities. LVS' compliance committee reviews corporate contributions and payments annually to ensure alignment with the Group's policy. More information related to political contributions can be found on the low-carbon transition plan on page 57.

Finally, we communicate with the Macao government on different matters, including engagement and discussions on responsible gaming, environmental initiatives on waste management and water management, community support and labor law. Our engagement with the Macao government can include periodic meetings and/or email communication. Furthermore, we collaborate with the local government to support policy development by providing feedback as needed.

Tax: The Company views tax contributions as an essential part of social responsibility. Our structures and transactions are based on commercial substance. We do not engage in artificial arrangements involving tax havens or secrecy jurisdictions. We are committed to paying taxes in the jurisdiction where we generate revenue or income and doing so in accordance with laws and regulations of our jurisdiction. SCL's tax responsibilities include gaming tax, income tax, property tax, payroll tax and other specialized taxes. Controls and detailed procedures that ensure compliance include financial accounting and reporting of taxes, filing of tax returns, response to tax inquiries and audits, implications for new or non routine transactions, and implementation of transfer pricing guidelines.

Our Tax Risk Management Policy and Guidelines are utilized on a group-wide basis to help ensure the Company meets its compliance requirements with regard to tax matters. Adherence to this group-wide policy is tested in connection with our annual global Sarbanes-Oxley internal control over financial reporting frameworks and internal audits conducted by our Audit Services Group as required by the DICJ in Macao.

Training and Communication

Our Code of Business Conduct and Ethics and Anti-Corruption Policy have been communicated to all Sands China board members, management and team members. Each year, Sands China's team members are required to certify their understanding of and compliance with the terms outlined in the Code of Business Conduct and Ethics, its related policies and use of reporting channels by electronically acknowledging that they have received and reviewed these materials. In certain circumstances, a physical form is signed instead. In addition, team members undergo annual compliance training through e-learning or classroom modules that cover conflict of interest, anti-corruption in general and also specific to casinos, payments and expenses, third parties, and record keeping and reporting. Team members working in relevant areas are targeted for specific training related to anti-money laundering. Finally, we conduct annual compliance training for the board of directors. Anti-corruption and risk management training is conducted annually for the Board of Directors.

Evaluation and Adjustments

Our comprehensive investigations program encourages team members to report ethical concerns without fear of retaliation and provides for the prompt and thorough investigation and remediation of any compliance issues that may arise. An anonymous and confidential ethics hotline, operated by an independent third-party vendor, is available 24 hours a day, seven days a week to all team members and the general public for web and phone reports of any possible violation. We have established processes to inform senior management and other appropriate personnel of significant events related to ethics and business conduct concerns, and we analyze the results and root causes of our investigations to ensure continual improvement in our control environment. Our Audit Services Group annually reviews internal controls and various sections of the compliance program and reports findings to the corporate compliance committee and the local operational compliance committee.

Finally, our core values of excellence in business performance, innovation, and sustainability have fostered a culture of innovation among all employees and throughout the supply chain to address current and future sustainability challenges. In 2024, Sands China established a Global Process Innovation team focused on developing new technology projects to tackle daily operational challenges, including physically demanding tasks, and to improve guest satisfaction. These technology projects include warehouse and supply chain robots for transporting heavy items, amenities delivery robots for hotel housekeeping, and facial recognition technology for enhancing guest experience and loyalty. The Global Process Innovation team provides a platform for innovation by offering time, investment in new technology, showcases, and resources, demonstrating the Company's commitment to embracing an innovation culture. Additionally, the team collaborates with research institutes and universities to advance education within the community and society.

Code of Business Conduct and Ethics Training

	Number completed	% completed
Directors and above	591	98%
Managers	3,113	99%
Supervisors/specialists and rank and file	22,734	97%
Total	26,438	99%

Anti-Corruption Training¹

	Number completed	% completed
Directors and above	590	98%
Managers	3,047	99%
Supervisors/specialists and rank and file	22,122	99%
Total	25,759	99%

Anti-Money Laundering Training

	% targeted ²	Number completed	% completed
Directors and above	33%	169	85%
Managers	46%	1,400	96%
Supervisors/specialists	26%	676	93%
Rank and file	51%	9,546	91%
Total	47%	11,791	91%

Compliance

	2024
Significant instances of non-compliance with laws and regulations	0
Significant instances of non-compliance with laws and regulations resulting in fines paid	0
Incidents of non-compliance with environmental laws and regulations	0
Incidents of non-compliance with water quality/quantity permits, standards and regulations	0
Incidents of non-compliance for discharging sewage and solid waste	0
Incidents of non-compliance with labor laws	4 ³
Ongoing cases related to anti-competitive practices	0

Ethical Conduct

	2024
Incidents of non-conformance with Code of Business Conduct and Ethics	0
Incidents of non-conformance with Supplier Code of Conduct	0
Substantiated cases related to bribery/corruption cases	0
Bribery/corruption cases resulting in team member dismissal or discipline	0
Number of ongoing external investigations related to corruption & bribery	0
Cost of fines, penalties or settlements in relation to corruption (US\$)	0
Substantiated cases related to conflict of interest	0
Substantiated cases related to money laundering or insider trading	0
Amount of legal and regulatory fines and settlements associated with money laundering	0
Substantiated cases related to human rights	0

Political Contributions and Other Spending (US\$)

	2024
Contributions to lobbying, interest representation or similar	N/A
Contributions to local, regional or national political campaigns/organizations/candidates	N/A
Contributions to trade associations or tax-exempt groups (e.g. Think tanks) ⁴	\$4,375
Other contributions (i.e., spending related to ballot measures or referendums)	N/A

¹ Anti-corruption training is mandatory for all team members of all grades and refreshed on an annual basis. Training is delivered during onboarding and refresher training takes place during the year for existing team members.

² Only certain departments and business functions are required to undergo anti-money laundering training.

³ Includes 4 cases with the Macao Labor Department, namely 1 in which the company has been convicted and 3 cases which remain pending in 2024.

⁴ 2024 expenditures included membership fees of the British Chamber of Commerce in Macao and Câmara de Comércio e Indústria Luso-Chinesa. Contributions to these associations do not support lobbying. Instead, we maintain memberships to support multiple topic discussions in Macao.

MANAGEMENT APPROACH

PRIVACY AND CYBERSECURITY

Oversight and Responsibilities

Sands China's Board of Directors and Cybersecurity team are responsible for overseeing our information security program. The Board oversees the Company's management of information security risks through its Audit Committee. The Cybersecurity team manages the information security program. It is responsible for the program's design, implementation, maintenance and enforcement, as well as reporting on activities to senior leadership. Our Global Chief Information Security Officer works closely with the head of information technology and the data privacy officer in LVS to collectively manage our global cybersecurity, information technology and data privacy programs. In addition, the Vice President of Cyber Security, Asia, oversees, directs and leads all security initiatives and operations across the Company. The Legal Consultant and Data Protection Officer is responsible to oversee data privacy issues.

Policies

- LVS Global Privacy Policy
- LVS Global Information Security Program Policy
- Data Retention and Classification Policy
- LVS Global Business Continuity Management Framework

Targets and Commitments

We are committed to protecting the privacy and personal information of our guests, team members, suppliers and business partners. Our Privacy policy is outlined on our Company website at <https://www.sandschina.com/policy.html> and on each of our relevant brands' websites. Our information security management system, including global cybersecurity operations center, risk verification and project management, is ISO 27001 certified.

Strategy

Through policies, standards and standard operating procedures applied globally, the Company implements appropriate administrative, technical and physical safeguards that are aligned with operational directives. We strive to identify, escalate, investigate, resolve, and recover from security incidents in a timely manner. In addition, we monitor for information security vulnerabilities and threats through the implementation of assessments, monitoring and testing measures. Compliance with these policies is subject to review and testing by internal audit.

Our Business Continuity Management Framework outlines responsibilities, requirements, and activities across our the four core components of the program, one of which covering information technology and information security management.

Training and Communication

All team members are introduced to our information security and cybersecurity policies and procedures during orientation and participate in subsequent annual trainings covering data loss prevention, mobile device security and the Information Technology Acceptable Use Policy. 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 Cyber Security Awareness Sharing Session, Cyber Security Webcast Training, Introduction to phishing and Cyber Security 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.

Evaluation and Adjustments

We assess, test and monitor the effectiveness and suitability of our information security program's safeguards on a routine basis and adjust these as appropriate to address any changes to the Company's operations and business plans or other circumstances that may have a material impact on the effectiveness and suitability of the program. Risk management safeguards are maintained to identify and assess reasonably foreseeable information security risks and mitigate and monitor these based on our organizational objectives and risk strategy.

Cybersecurity Incidents

	2024
Total number of information security breaches	0
Number of customer privacy data breaches	0
Total number of clients, customers and employees affected by breaches	0
Customer privacy breaches under investigation	0
Substantiated customer privacy complaints (received from outside parties)	1 ¹
Substantiated customer privacy complaints (received from regulatory bodies)	0
Fines/penalties paid in relation to information security breaches or other cybersecurity incident	0
Customers whose data is used for secondary purposes ²	0

Number of Products and Services Related Complaints

	2024
Incidents reported to the incidents platform ³	313
Closed incidents reported	319
Total replies to government authorities were required	31
Replies submitted to the Macao Government Tourism Office	15
Replies submitted to the Macao Consumer Council	4
Replies submitted to Macao Municipal Affairs Bureau	12

¹ Customer privacy complaint related with a photo taken by staff without customer's consent. The photo was shredded and digital copies deleted. The case was successfully closed.

² We only use customer data for the primary purpose for which it was collected, which may include improvement of our own products and services. We do not sell or transfer data for secondary purposes.

³ Sands China's Incidents Platform tracks the number of complaints related to health and safety incidents raised by hotel customers and which are escalated for remediation. The Incidents Platform is managed by our Legal department, and is intended to record incidents occurred in our properties which require legal assistance. Upon receiving a complaint, the relevant departments communicate with the Legal department through the Incidents Platform by seeking legal assistance, reporting measures taken and preparing a draft reply whenever necessary.

MANAGEMENT APPROACH

SUPPLY CHAIN MANAGEMENT

Oversight and Responsibilities

Supply chain management is overseen by our Global Chief Procurement Officer. Procurement teams work closely with the Compliance department to conduct supplier due diligence and risk assessment in alignment with our Supplier Code of Conduct. Additionally, our procurement team works closely with our CSO, sustainability team and business owners to procure products with more favorable social and environmental profiles.

Policies

- LVS Global Supplier Code of Conduct
- LVS Global Sustainable Procurement Policy
- Sands Engineering and Sustainable Development Standards

Targets and Commitments

We maintain strict adherence to ethics, compliance and sustainability throughout our Supply Chain. Suppliers must meet the standards outlined in our Supplier code of conduct, which include expectations for ESG factors. We leverage our Sustainable Procurement Policy to source products and services that minimize environmental impact. We prioritize capacity building with our suppliers and working with local businesses and SMEs as a catalyst for business growth in the community we serve.

Strategy

Recognizing the importance of our Supply Chain as a factor in the health of our business and the responsible performance of our Company, we fully integrate ESG protocols and standards into our Supply Chain management approach.

Expectations and Monitoring: It is Sands China policy to only conduct business with third parties who are committed to honesty and integrity and are mindful of the many important laws and regulations that govern conduct. Suppliers who are unable to meet our criteria do not proceed into a business relationship with Sands China. Before suppliers are cleared to work with Sands China, we conduct stringent assessments for suitability via our third-party due diligence (TPDD) process, which ensures minimum compliance standards are met and categorizes businesses by risk level. All suppliers are reviewed against real-time due diligence monitoring systems and databases, which assess various risks ranging from bribery and money laundering to human trafficking. Suppliers deemed high risk must undergo a broader range of due diligence processes and procedures, such as more frequent TPDD rechecks and background investigations. Our assessments are on a pass or fail basis, and suppliers who are unable to meet our criteria do not proceed into a business relationship with Sands China. All supplier contractual agreements are linked to our Supplier Code of Conduct, which is aligned with international best practices to protect human rights, labor rights, worker health and safety, environmental compliance and responsibility, and overall ethics and compliance. We also encourage suppliers to promote the Sands China Supplier Code of Conduct or a similar code of conduct with their vendors. Training on the code of conduct is conducted for all suppliers.

As part of our Supplier Risk Evaluation Framework, Sands China annually performs a risk assessment for suppliers that conducted business with us in the past rolling 12 months. We thoroughly assess risk in the areas of compliance, category-specific risk (which includes the sector of product or service provided and the region or country in which suppliers are based), business disruption (which includes business reliance and financial risk) and social and environmental risk (which includes health, safety, fair pay, and labor and slave labor risk). We then categorize each supplier into low, medium and critical risk levels. Critical suppliers are those who are determined to have the ability to significantly impact business operations. These suppliers may be non-substitutable, provide critical services, sourced at a high volume or have specific ESG risk factors. From this assessment, we determine a course of action based on the supplier's risk level, with ongoing monitoring for suppliers deemed to be of medium risk and further evaluation of critical-risk suppliers through self-assessment surveys, site visits and audits performed by Sands China personnel or independent third-party auditors.

To ensure suppliers are meeting our standards, Sands China conducts three types of ongoing supplier audits. First, our compliance organization completes TPDD evaluations, which are conducted periodically for all suppliers on a risk-based approach. Second, Sands China's quality control team conducts audits of qualifications; on-site facilities, factories and project sites; data security; and other relevant areas for selected business categories, such as construction, furniture and lighting, gaming, technology and food supply. Finally, we engage and independent (accredited) third-party audit firms to conduct on-site audits for suppliers in selected regions, countries, product type and sector or commodity category.

If Sands China or an independent third-party auditor identifies a corrective need, we share audit findings and require an action plan to address the issue. We review corrective action plans to ensure they appropriately address audit findings and evaluate implementation of the corrective action plan through documentation or a re-audit of the supplier. For minor violations, we work with suppliers to address and remediate issues. Suppliers must follow an identified protocol to establish corrective action, and we diligently manage these relationships. In rare cases when the supplier is not cooperative on a meaningful corrective action plan or its implementation, we exit the supplier engagement.

Capacity Building: Sands China also hosts business reviews with key suppliers and Sands China executives to review future roadmaps, evaluate performance and define improvement action plans. A supplier scorecard, including performance on a cross-functional set of areas (such as service, cost management, quality, culture and sustainability), is provided. Our annual Sands Supplier Excellence Award recognizes top-performing suppliers across seven categories. We place additional focus on supporting small- and micro-sized enterprises, "Made in Macao" businesses and young entrepreneurs. These suppliers may access financial assistance such as advanced payment on purchase orders, participate in invitational matching sessions to promote their products and services for potential buys, and attend training and development programs to gain business knowledge and skills for working with large-scale international companies.

Responsible Sourcing

We consider the social and environmental characteristics of products and services we procure. We leverage our Sustainable Procurement Policy to source products and services that minimize environmental impact, as well as our Engineering and Sustainable Development Standards to guide the design and building of our resorts in a responsible and sustainable manner. We also focus on sustainable procurement and set internal targets to purchase sustainable products in categories such as seafood, vegetables, coffee, tea, lighting, paints, adhesives and other categories that meet our business needs.

67 For more information, please see **Materials and Resources** management approach on page 67.

In addition, training is provided to educate procurement teams on sustainable product certifications, desirable product and service attributes, and our annual sustainable sourcing action plan and goals. In addition, our Sands Procurement Academy offers complimentary ESG Training for SMEs focused on driving sustainable business models.

Evaluation and Adjustments

All Company policies, including the Supplier Code of Conduct and Sustainable Procurement Policy, are routinely reviewed and updated. Periodically, we receive feedback and appreciation from suppliers on our engagements with them. Positive feedback is acknowledged and shared with team members. Negative feedback is addressed and rectified, as deemed appropriate.

Training and Communication

We communicate Supplier Code of Conduct requirements to all suppliers and require adherence to our policies through supplier acknowledgment or contractual terms. We conduct training for select suppliers and utilize supplier channels, including internet-based communication, meetings, surveys, suggestion boxes and forums, to ensure awareness of our standards and expectations.

Suppliers by Geographical Region

	2020	2021	2022 ¹	2023	2024
Asia	2,054	2,084	1,911	2,277	2,394
Mainland China			84	180	171
Macao			1,276	1,414	1,487
Hong Kong			502	595	626
Rest of Asia			49	88	110
Rest of World	198	177	137	178	190
Total Suppliers	2,252	2,261	2,048	2,455	2,584

Supplier Spend (in US\$) by Geographical Region

	2020	2021	2022 ¹	2023	2024
Asia	\$1,533,410,000	\$1,215,017,000	\$724,979,000	\$1,029,298,000	\$1,867,713,000
Mainland China			\$8,233,000	\$26,476,000	\$25,029,000
Macao			\$660,965,000	\$836,317,000	\$1,598,807,000
Hong Kong			\$51,219,000	\$149,675,000	\$220,973,000
Rest of Asia			\$4,562,000	\$16,831,000	\$22,904,000
Rest of World	\$39,259,000	\$24,971,000	\$15,793,000	\$26,299,000	\$38,235,000
Total Spend	\$1,572,669,000	\$1,239,988,000	\$740,772,000	\$1,055,598,000	\$1,905,948,000

¹ In our 2022 ESG Report, suppliers in other Asian countries were included in "Rest of World".

Onboarding

	2020	2021	2022	2023	2024
New suppliers that were screened using social and environmental criteria	100%	100%	100%	100%	100%
New suppliers that agree to the Supplier Code of Conduct	100%	100%	100%	100%	100%
Supplier Code of Conduct training provided within the last 3 years	100%	100%	100%	100%	100%

Critical Suppliers^{1,2}

	2024
Number of suppliers assessed for risk	2,584
Number of critical suppliers	469
Share of spend from critical suppliers	51%
Critical suppliers identified for social or environmental risk	36

Supplier Risk Assessment and Monitoring

	2020	2021	2022	2023	2024
On-Site third-party audits ³	8	11	4 ⁴	5	10
On-Site Company audits	35	41	42	42	67
Corrective action plans in place or implemented	8	11	4	5	10
Number supported in corrective action				5	10
Number of labor incidents	0	0	0	0	0
Supplier relationships terminated due to audit findings			0	0	0

Supply Chain ESG

	2020	2021	2022	2023	2024
ESG conformance target	95%	95%	95%	95%	95%
Percent of suppliers in conformance with ESG requirements ⁵	95%	98%	96%	94%	99%
Critical suppliers utilizing capacity building programs			70	78	87

Local Spend⁶

	2020	2021	2022	2023	2024
Local spend target	70%	70%	70%	70%	70%
Macao actual	89%	91%	89%	79%	84%

SME Spend

	2020	2021	2022	2023	2024
SME spend target	15%	15%	15%	15%	20%
Macao actual	18%	21%	25%	26%	30%

¹ Critical suppliers are those who are determined to have the ability to significantly impact business operations. These suppliers are sole or narrowly sourced, provide critical services, and are sourced at a high volume or have specific ESG risk factors.

² Includes tier 1 suppliers only. Tier 2 suppliers are not considered critical.

³ As determined by third-party audit, areas assessed include: laws and regulations, child labor, forced labor, harassment, wages and benefits, hours of work, health and safety, non-discrimination, women's rights, freedom of association and collective bargaining, environment, subcontracting, communication, and monitoring and compliance.


⁴ Due to the impact of COVID-19 Pandemic, our supplier's manufacturing sites and factories, particularly, in mainland China, and some of our Macao supplier's offices were temporary suspended or closed. Travel restrictions resulted in the re-scheduling of the 2022 planned on-site third-party audits to the year of 2023.

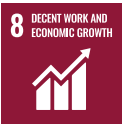


⁵ Percent of suppliers in conformance with ESG requirements was maintained above our ESG conformance target of 95% since 2020.

⁶ "Local" is defined by region and Macao – Macao considered a "significant location of operations," as we own integrated resorts. Percentage is determined by number of local suppliers divided by total suppliers.

SDG INDEX

The table below lists our contributions in support of the United Nations Sustainable Development Goals.

SDGs	SDG Targets	Why it Matters	Location and Notes
Planet			
 SDG 6 Clean water and sanitation	6.4: Substantially increase water-use efficiency across all sectors	Water is integral to the experience we strive to create for our guests. Exquisite pools and spas, lush landscapes and elegant fountains create a refined ambience at our resorts. We balance luxury with responsibility by using nonpotable water wherever possible, exploring innovative water technologies and developing water-conservation procedures.	Sands China material topic: Water stewardship 2025 Target: Reduce potable water use per active square foot by 3% from a 2019 base year Reference: 2024 ESG Report, p.18
 SDG 7 Affordable and clean energy	7.2: Increase substantially the share of renewable energy in the global energy mix 7.3: Double the global rate of improvement in energy efficiency	Our resorts make up tens of millions of square feet of building space, all of which requires energy to heat, cool and light. We plan to increase purchasing of energy attribute certificates and offset hard-to-decarbonize sources, such as guest shuttle buses and ferry operations.	Sands China material topic: Low-carbon transition 2025 Target: Reduce scope 1 and 2 emissions by 17.5% from a 2018 base year Reference: 2024 ESG Report, p.13-14
 SDG 12 Responsible consumption and production	12.3: Halve per capita global food waste 12.5: Substantially reduce waste generation through prevention, reduction, recycling and reuse 12.7: Promote public procurement practices that are sustainable	We host thousands of guests and visitors in our resorts each day and procure thousands of products and services. As a result, our resorts generate a variety of waste items that reflect the many facets of our operations.	Sands China material topic: Waste 2025 Target: Increase operational diversion rate to 20% 2025 Target: 12% of food waste campus-wide is prevented, rescued or diverted Reference: 2024 ESG Report, p.15-16 Sands China material topic: Materials and Resources 2025 Target: 100% Sands China-branded water bottles are reusable or made from sustainable materials 2028 Target: 100% cage-free eggs Reference: 2024 ESG Report, p.17
 SDG 14 Life below water	14.2: Sustainably manage and protect marine and coastal ecosystems 14.4: End overfishing and destructive fishing practices	Our resorts are located along delicate coastlines that are affected by a warming climate and tourism impacts, while our food and beverage operations depend on healthy oceans to source seafood for our hotels and restaurants.	Sands China material topic: Biodiversity Reference: 2024 ESG Report, p.19
People			
 SDG 5 Gender equality	5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels	We believe a business culture that celebrates diverse perspectives and promotes inclusiveness can inspire positive outcomes in our community.	Sands China material topic: Diversity, equity and inclusion 2025 Targets: 45% female representation in management positions and 47% female representation in junior management positions on the path to gender parity. Reference: 2024 ESG Report, p.26

SDGs	SDG Targets	Why it Matters	Location and Notes
People			
 <p>SDG 8 Decent work and economic growth</p>	<p>8.3 Encourage the formalization and growth of micro-, small- and medium-sized enterprises</p> <p>8.5: Achieve full and productive employment and decent work for all women and men</p> <p>8.7: Eradicate forced labour, end modern slavery and human trafficking</p> <p>8.8: Protect labour rights and promote safe and secure working environments for all workers</p> <p>8.9 Promote sustainable tourism that creates jobs and promotes local culture and products</p>	<p>Our resorts provide job and career path opportunities with a focus on robust training and professional development, supplier engagement, and hospitality education and job skills. Human rights protection is fully integrated into our business, with stringent processes and rigid standards to enforce our zero-tolerance policy for human rights violations.</p>	<p>Sands China material topic: Workforce development 2025 Target: 7 million hours in workforce development training Reference: 2024 ESG Report, p.23-25</p> <p>Sands China material topic: Human rights Target: Maintain a zero-tolerance policy for human rights violations Reference: 2024 ESG Report, p.28</p> <p>Sands China material topic: Supplier Advancement Reference: 2024 ESG Report, p.27</p> <p>Sands China material topic: Culture and Heritage Reference: 2024 ESG Report, p.36</p> <p>Sands China material topic: Responsible business Target: 100% compliance with our Code of Business Conduct and Ethics and its guiding principles Reference: 2024 ESG Report, p.43</p>
 <p>SDG 10 Reduced inequalities</p>	<p>10.2: Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p>	<p>We are an international company serving customers from every corner of the globe – our diverse workforce is one of our greatest assets. Ensuring that our team members are valued, respected and appreciated has direct impact on our commitment to respecting and celebrating the heritage of our community and making all guests feel welcome.</p>	<p>Sands China material topic: Diversity, equity and inclusion Reference: 2024 ESG Report, p.26</p>
Community			
 <p>SDG 2 Zero hunger</p>	<p>2.1: Ensure access to safe, nutritious and sufficient food</p>	<p>Sands China is uniquely positioned to assist in solving food insecurity issues. In conjunction with our environmental strategy around food management, we repurpose food from our resorts and engage with food-relief organizations to provide programmatic support, funding and volunteer time.</p>	<p>Sands China material topic: Hardship relief Reference: 2024 ESG Report, p.33-34</p>
 <p>SDG 4 Quality education</p>	<p>4.4: Substantially increase the number of youth and adults who have relevant skills for employment</p>	<p>A strong educational foundation helps to create an effective workforce of the future, which positively impacts the economic and social health of our community.</p>	<p>Sands China material topic: Education Reference: 2024 ESG Report, p.37</p>
 <p>SDG 11 Sustainable cities and communities</p>	<p>11.1: Ensure access for all to adequate, safe and affordable housing and basic services</p>	<p>Ensuring our community aims for its highest potential means helping to lift up people facing challenges. Whether providing support for people in need or aiding disadvantaged populations in overcoming barriers, we contribute our expertise and resources to support solutions in areas where we can create the greatest impact.</p>	<p>Sands China material topic: Hardship relief 2025 Target: Contribute 200,000 volunteer hours to local community in Macao Reference: 2024 ESG Report, p.33-34</p>
 <p>SDG 17 Partnerships for the goals</p>	<p>17.16: Enhance the global partnership for sustainable development</p>	<p>Shared vision and shared goals help the world navigate challenges and unexpected difficulties such as the pandemic. We believe that combining complementary resources, skill sets and experiences will lead to continual progress toward permanent solutions in improving quality of life for all.</p>	<p>Sands China material topic: Community Partner Advancement Reference: 2024 ESG Report, p.35</p>

HKEX ESG INDEX

The table below lists the requirements of the HKEX ESG Reporting Code (formerly named as the ESG Reporting Guide), alongside the relevant page reference, notes, and additional links to other relevant documents. Unless otherwise specified, the chapters and page numbers refer to the Sands China 2024 ESG Report.

In addition, disclosure of Part D of Appendix C2: Climate-related Disclosure requirements can be found under the low-carbon transition plan, pages 57-64.

Disclosure and KPI		Location and Notes
A. Environmental		
Aspect A1: Emissions		
General disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	2024 ESG Report, p.57-60, 65-66, 69-70 We record and analyze utility data to measure and manage our environmental performance. The Sustainability team compiles monthly Environmental reports, which are reviewed by the Finance department and Management.
KPI A1.1	The types of emissions and respective emissions data.	2024 ESG Report, p.60
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) GHG emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	2024 ESG Report, p.60
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	2024 ESG Report, p.65-66
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	2024 ESG Report, p.65-66
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	2024 ESG Report, p.13, 57-59
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	2024 ESG Report, p.15-16, 65-66
Aspect A2: Use of Resources		
General disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	2024 ESG Report, p.58, 67, 69
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	2024 ESG Report, p.61
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	2024 ESG Report, p.70
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	2024 ESG Report, p.13, 57-59
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	2024 ESG Report, p.18, 69, 70
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	2024 ESG Report, p.68
Aspect A3: The Environment and Natural Resources		
General disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	2024 ESG Report, p.67, 71
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	2024 ESG Report, p.17, 19, 67, 71
Aspect A4: Climate Change		
General disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	2024 ESG Report, p.58
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	2024 ESG Report, p.13, 42, 57-64

Disclosure and KPI		Location and Notes
B. SOCIAL		
Employment and Labor Practice		
Aspect B1: Employment		
General disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	2024 ESG Report, p.73, 78, 80
KPI B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	2024 ESG Report, p.74
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	2024 ESG Report, p.74
Aspect B2: Health and Safety		
General disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	2024 ESG Report, p.76
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	2024 ESG Report, p.77
KPI B2.2	Lost days due to work injury.	2024 ESG Report, p.77
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	2024 ESG Report, p.77
Aspect B3: Development and Training		
General disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	2024 ESG Report, p.23-25, 29-30, 73, 89
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	2024 ESG Report, p.75
KPI B3.2	The average training hours completed per employee by gender and employee category.	2024 ESG Report, p.75
Aspect B4: Labor Standards		
General disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	2024 ESG Report, p. 80
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	2024 ESG Report, p.28, 80
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	2024 ESG Report, p.28, 80
Operating Practices		
Aspect B5: Supply Chain Management		
General disclosure	Policies on managing environmental and social risks of the supply chain.	2024 ESG Report, p.93
KPI B5.1	Number of suppliers by geographical region.	2024 ESG Report, p.94
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	2024 ESG Report, p.44-45, 93-95
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	2024 ESG Report, p.44-45, 93
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	2024 ESG Report, p.44-45, 93

Disclosure and KPI		Location and Notes
B. SOCIAL		
Employment and Labor Practice		
Aspect B6: Product Responsibility		
General disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	2024 ESG Report, p.82-83, 89, 92
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	2024 ESG Report, p.83
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	2024 ESG Report, p.92
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Not relevant for Sands China as a service-based business.
KPI B6.4	Description of quality assurance process and recall procedures.	2024 ESG Report, p.82-83, 92
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	2024 ESG Report, p.43, 92
Aspect B7: Anti-Corruption		
General disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	2024 ESG Report, p.89-90 2024 Annual Report, p.52, 54, 66, 72
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	2024 ESG Report, p.91
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	2024 ESG Report, p.89-91
KPI B7.3	Description of anti-corruption training provided to directors and team members.	2024 ESG Report, p.89-91
COMMUNITY		
Aspect B8: Community Investment		
General disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	2024 ESG Report, p.84
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	2024 ESG Report, p.31-37, 84
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	2024 ESG Report, p.31-37, 84

GRI INDEX

The table below lists our reported GRI indicators and provides links to relevant information. Sands China has reported with reference to the GRI Standards for the period January 1, 2024 to December 31, 2024.

General Disclosure

Disclosure		Location and Notes
2-1	Organizational details	2024 ESG Report, p.4 2024 Annual Report, p.198 More information about Sands China is available on the Company's website: https://www.sandschina.com
2-2	Entities included in the organization's sustainability reporting	2024 ESG Report, p.51
2-3	Reporting period, frequency and contact point	2024 ESG Report, p.51 We report annually at the end of March in alignment with financial reporting. For questions regarding the report, please contact: SCL, Sustainability@sands.com.mo
2-4	Restatements of information	2024 ESG Report, p.51 See footnotes in the appendix for additional information per data point.
2-5	External assurance	2024 ESG Report, p.51 Assurance Statements available at https://www.sandschina.com/esg/download-reports.html
2-6	Activities, value chain and other business relationships	2024 ESG Report, p.5, 44-45 2024 Annual Report, p.19-35
2-7	Employees	2024 ESG Report, p.73-75 Workforce data is compiled as of December 31, 2024 by headcount. Only a small fraction of the organization's supporting work is performed by workers who are not employees. Further information on the number of workers who are not employees is currently unavailable, and seasonal workforce changes are small.
2-8	Workers who are not employees	2024 ESG Report, p.73-74 Workforce data is compiled as of December 31, 2024 by headcount. Only a small fraction of the organization's supporting work is performed by workers who are not employees. Further information on the number of workers who are not employees is currently unavailable, and seasonal workforce changes are small.
2-9	Governance structure and composition	2024 ESG Report, p.40-41, 87-88 2024 Annual Report, p.68-112
2-10	Nomination and selection of the highest governance body	2024 ESG Report, p.87 2024 Annual Report, p.78-82
2-11	Chair of the highest governance body	2024 ESG Report, p.40-41, 87 2024 Annual Report, p.10, 70
2-12	Role of the highest governance body in overseeing the management of impacts	2024 ESG Report, p.40-41 Terms of Reference of the ESG Committee: https://www.sandschina.com/corporate-governance.html Board Statement on ESG Oversight: https://assets.sandsresortsmacao.cn/content/sandschina/ESG/board-statement-regarding-ESG-issues_en.pdf
2-13	Delegation of responsibility for managing impacts	2024 ESG Report, p.40-41, 43 Terms of Reference of the ESG Committee: https://www.sandschina.com/corporate-governance.html Board Statement on ESG Oversight: https://assets.sandsresortsmacao.cn/content/sandschina/ESG/board-statement-regarding-ESG-issues_en.pdf
2-14	Role of the highest governance body in sustainability reporting	2024 ESG Report, p.40-41, 43, 51 Terms of Reference of the ESG Committee: https://www.sandschina.com/corporate-governance.html Board Statement on ESG Oversight: https://assets.sandsresortsmacao.cn/content/sandschina/ESG/board-statement-regarding-ESG-issues_en.pdf
2-15	Conflicts of interest	Board of Directors Corporate Governance Guidelines: https://www.sandschina.com/corporate-governance.html
2-16	Communication of critical concerns	2024 ESG Report, p.87, 90 The number and nature of critical concerns communicated to the highest governance body during the reporting period is not disclosed in this report due to confidentiality constraints.

Disclosure		Location and Notes
2-17	Collective knowledge of the highest governance body	2024 ESG Report, p.87-90 2024 Annual Report, p.73
2-18	Evaluation of the performance of the highest governance body	2024 ESG Report, p.40-41, 87, 89-91 2024 Annual Report, p.73 Board of Directors Corporate Governance Guidelines: https://www.sandschina.com/corporate-governance.html
2-19	Remuneration policies	2024 ESG Report, p.40-41, 87
2-20	Process to determine remuneration	2024 ESG Report, p.40-41, 87
2-21	Annual total compensation ratio	The ratio of the percentage increase in annual total compensation for the CEO to the median percentage increase in annual total compensation for all employees is not disclosed as it is subject to confidentiality constraints.
2-22	Statement on sustainable development strategy	2024 ESG Report, p.3
2-23	Policy commitments	2024 ESG Report, p.78, 80, 84, 87 Code of Business Conduct and Ethics, p.32 Our governance documents are available online at https://www.sandschina.com/corporate-governance.html
2-24	Embedding policy commitments	2024 ESG Report, p.78, 80, 84, 87 Code of Business Conduct and Ethics, p.32 Our governance documents are available online at https://www.sandschina.com/corporate-governance.html
2-25	Processes to remediate negative impacts	2024 ESG Report, Please see sections Evaluation and Adjustments sections throughout the Appendix. Code of Business Conduct and Ethics, p.32
2-26	Mechanisms for seeking advice and raising concerns	2024 ESG Report, p.87, 89-91 Please refer to HKEX ESG Index Aspect B7 and our Statement on Reporting Ethical Violations for more information on whistleblowing mechanism.
2-27	Compliance with laws and regulations	2024 ESG Report, p.87, 91
2-28	Membership associations	Memberships include: U.S. Green Building Council • ASHRAE Macau • Macau European Chamber of Commerce • Macau Responsible Gaming Association • Macau Gaming Management Association • Macau Management Association • Macao Chamber of Commerce • British Chamber of Commerce • American Chamber of Commerce in Macau • American Gaming Association • The Women's General Association of Macau • Macao Federation of Trade Unions • General Union of Neighborhood Associations of Macau • Macao International Brand Enterprise Commercial Association • Macao Convention & Exhibition Association • Macau Hotel Association • Portuguese Chinese Chamber of Commerce and Industry • Macao Association of Young Employees in the Gaming Industry • Low Carbon Green Hotel Development Alliance • Hong Kong Sustainable Seafood Coalition • Macao Association of Environment Protection Industry • Empathy Charity Association Macau • Association of Returned Overseas Chinese Macau • Australian Chamber of Commerce Macau
2-29	Approach to stakeholder engagement	2024 ESG Report, p.52
2-30	Collective bargaining agreements	2024 ESG Report, p.74

Material topics

3-1	Process to determine material topics	2024 ESG Report, p.53-55
3-2	List of material topics	2024 ESG Report, p.53-55

Procurement Practices

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 93-94 Please refer to our Procurement Policy for more information.
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	2024 ESG Report, p.94

Anti-Corruption

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 89-90
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	100% of operations is assessed for risks related to corruption.
205-2	Communication and training about anti-corruption policies and procedures	2024 ESG Report, p.89-91
205-3	Confirmed incidents of corruption and actions taken	2024 ESG Report, p.91

Anti-Competitive Behavior

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 89-90
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2024 ESG Report, p.91

Materials

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 67-68
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	This indicator is not applicable based on the nature of the business as a service provider.
301-2	Recycled input materials used	2024 ESG Report, p.67-68
301-3	Reclaimed products and their packaging materials	2024 ESG Report, p.67-68

Energy

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 57-59
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	2024 ESG Report, p.61
302-2	Energy consumption outside of the organization	Energy consumption outside the organization is unavailable as outputs from our Scope 3 modeling are disclosed as emissions on 2024 ESG Report, p.60.
302-3	Energy intensity	2024 ESG Report, p.61
302-4	Reduction of energy consumption	2024 ESG Report, p.61
302-5	Reductions in energy requirements of products and services	The service we provide as an integrated resort operator is directly linked to our operational boundary presented in this report. Refer to 302-4 for reductions in energy consumption.

Water and Effluents

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 69

Disclosure		Location and Notes
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	2024 ESG Report, p.69 CDP Water response: https://www.sands.com/resources/
303-2	Management of water discharge-related impacts	2024 ESG Report, p.70
303-3	Water withdrawal	2024 ESG Report, p.70
303-4	Water discharge	2024 ESG Report, p.70
303-5	Water consumption	2024 ESG Report, p.70

Biodiversity

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 71
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2024 ESG Report, p.71
304-2	Significant impacts of activities, products and services on biodiversity	2024 ESG Report, p.71
304-3	Habitats protected or restored	2024 ESG Report, p.71
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	2024 ESG Report, p.71

Emissions

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 57-59
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	2024 ESG Report, p.60
305-2	Energy indirect (Scope 2) GHG emissions	2024 ESG Report, p.60
305-3	Other indirect (Scope 3) GHG emissions	2024 ESG Report, p.60
305-4	GHG emissions intensity	2024 ESG Report, p.60
305-5	Reduction of GHG emissions	2024 ESG Report, p.60
305-6	Emissions of ozone-depleting substances (ODS)	Our operation does not involve emissions of ozone-depleting substances.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2024 ESG Report, p.60

Waste

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 65
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	2024 ESG Report, p.65-66
306-2	Management of significant waste-related impacts	2024 ESG Report, p.65-66
306-3	Waste generated	2024 ESG Report, p.65-66
306-4	Waste diverted from disposal	2024 ESG Report, p.65-66
306-5	Waste directed to disposal	2024 ESG Report, p.65-66

Supplier Environmental Assessment

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 93-94
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	2024 ESG Report, p.95
308-2	Negative environmental impacts in the supply chain and actions taken	2024 ESG Report, p.95

Employment

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 73, 77
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	2024 ESG Report, p.74
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 ESG Report, p.77
401-3	Parental leave	2024 ESG Report, p.77

Occupational Health and Safety

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 76
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	2024 ESG Report, p.73, 76
403-2	Hazard identification, risk assessment, and incident investigation	2024 ESG Report, p.76
403-3	Occupational health services	2024 ESG Report, p.76
403-4	Worker participation, consultation, and communication on occupational health and safety	2024 ESG Report, p.76
403-5	Worker training on occupational health and safety	2024 ESG Report, p.76
403-6	Promotion of worker health	2024 ESG Report, p.24, 73, 76
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 ESG Report, p.76
403-8	Workers covered by an occupational health and safety management system	2024 ESG Report, p.77
403-9	Work-related injuries	2024 ESG Report, p.77 We cannot provide further information on workers who are not employees due to confidentiality constraints.
403-10	Work-related ill health	2024 ESG Report, p.77 We cannot provide further information on workers who are not employees due to confidentiality constraints.

Training and Education

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.37, 53-55, 73

GRI 404: Training and Education 2016

404-1	Average hours of training per year per employee	2024 ESG Report, p.75
404-2	Programs for upgrading employee skills and transition assistance programs	2024 ESG Report, p.23, 37, 73
404-3	Percentage of employees receiving regular performance and career development reviews	2024 ESG Report, p.75

Diversity and Equal Opportunity

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 78
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	2024 ESG Report, p.79, 88
405-2	Ratio of basic salary and remuneration of women to men	We track and act on gender pay indicators. Due to confidentiality constraints we do not report the figures publicly.

Non-Discrimination

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 78, 80
GRI 406: Nondiscrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	We track and act on incidents of discrimination. Due to confidentiality constraints, status of incidents is not reported.

Freedom of Association and Collective Bargaining

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 80
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2024 ESG Report, p.74

Forced or Compulsory Labor

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.28, 53-55, 80, 93-94
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2024 ESG Report, p.28, 53-55, 80, 93-95 Due to confidentiality constraints, Sands China does not specify which operations and suppliers are considered to have significant risk for incidents of forced or compulsory labor, in terms of either type of operation or geographic areas with operations and suppliers considered at risk.

Security Practices

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 80
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	2024 ESG Report, p.81

Local Communities

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 84
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	2024 ESG Report, p.84
413-2	Operations with significant actual and potential negative impacts on local communities	2024 ESG Report, p.53-55

Supplier Social Assessment

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 93-94
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	2024 ESG Report, p.95
414-2	Negative social impacts in the supply chain and actions taken	2024 ESG Report, p.95

Customer Health and Safety

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 82-83
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	2024 ESG Report, p.82-83
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2024 ESG Report, p.83

Marketing and Labeling

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 82-83
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	2024 ESG Report, p.82-83
417-2	Incidents of non-compliance concerning product and service information and labeling	2024 ESG Report, p.83
417-3	Incidents of non-compliance concerning marketing communications	2024 ESG Report, p.83

Customer Privacy

Disclosure		Location and Notes
GRI 3: Material Topics 2021		
3-3	Management of material topics	2024 ESG Report, p.53-55, 92
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2024 ESG Report, p.92

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