



LUXURY WITH PURPOSE

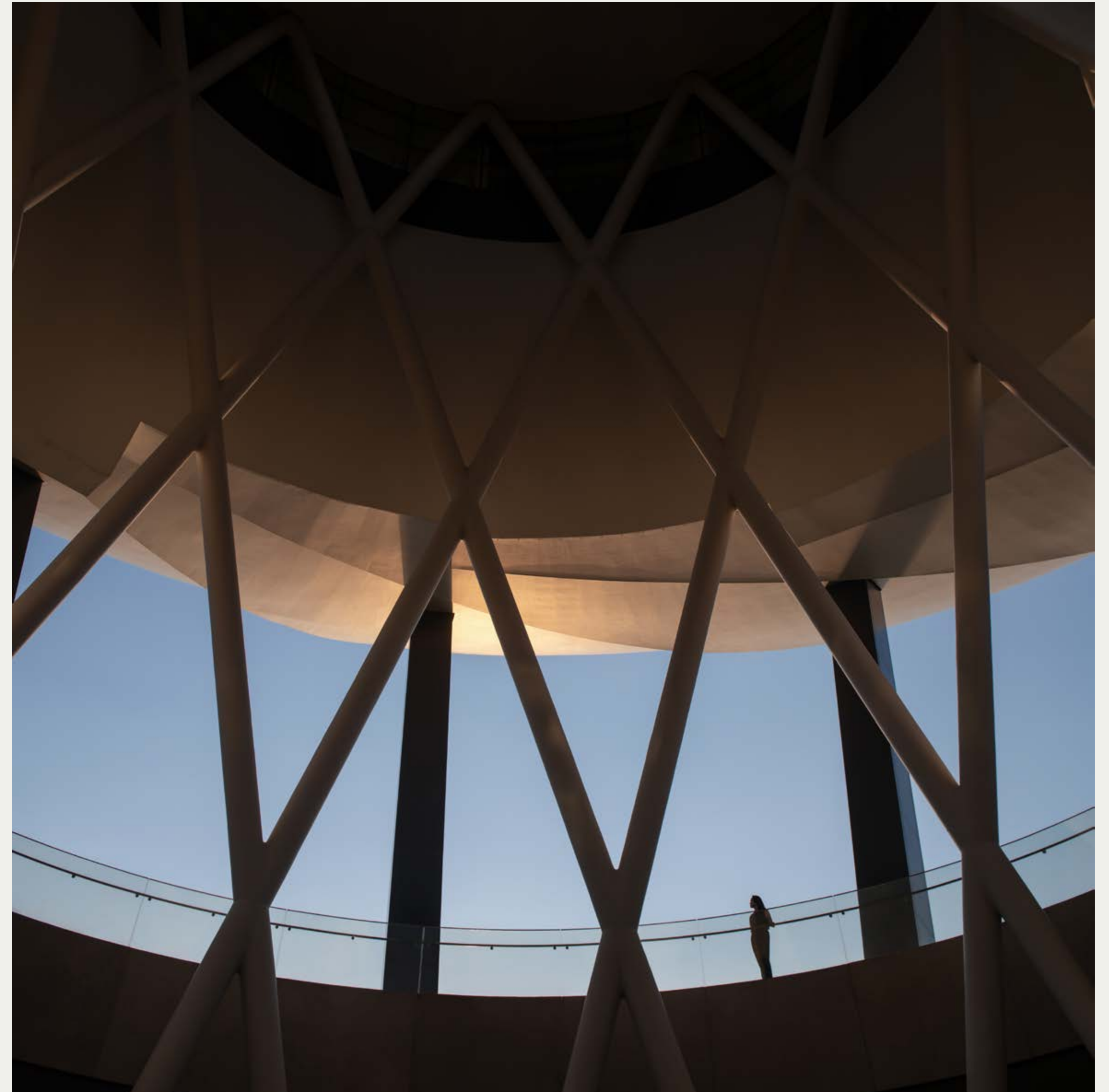
RESPONSIBLE BUSINESS REPORT 2024

ABOUT MARINA BAY SANDS

Marina Bay Sands is one of Asia's leading business, leisure and entertainment destinations. The integrated resort features Singapore's largest hotel with approximately 1,850 luxurious rooms and suites, crowned by the spectacular Sands SkyPark and iconic infinity pool.

The property's stunning architecture and compelling programming, including state-of-the-art convention and exhibition facilities, Asia's best luxury shopping mall, world-class dining and entertainment, as well as cutting-edge exhibitions at ArtScience Museum, have transformed the country's skyline and tourism landscape since our opening in 2010.

Marina Bay Sands is dedicated to being a good corporate citizen to serve our people, communities and environment. As one of the largest players in hospitality, we employ over 11,800 Team Members across the property. We drive social impact through our community engagement programme, Sands Cares, and lead environmental stewardship through our global sustainability programme, Sands ECO360.



LUXURY WITH PURPOSE

Amid a transformative year of brand evolution and property upgrades, Marina Bay Sands continued to seamlessly blend sustainability with the world-class service and experiences we are known for. By challenging environmental targets and driving innovations in food waste and circularity, we continued to go the extra mile to reshape the future.

As the impact of climate change intensifies globally, Marina Bay Sands took steps to advance the low-carbon transition plan launched by our parent company, Las Vegas Sands. Through optimising the air handling units (AHUs) at the hotel Team Member Dining Room and completely overhauling our back-of-house lighting to LED, the resort has made tremendous progress in our efforts to reduce carbon emissions by 30% by 2025, against a 2018 baseline year.

2024 was also an exciting year of innovation as we rolled out cutting-edge trials to tackle two key issues – reducing food waste and consumption of single-use materials. Recovering value in waste has always been a vital element of our resource management strategy as we strive to unlock fresh opportunities to repurpose waste and close the circularity loop. Among these highlights are the conversion of food waste into feed for farmed fish, with the organisms' output being used as fertiliser for agriculture in Singapore. This pioneering trial demonstrates Marina Bay Sands' proactive commitment to supporting a growing ecosystem and to pushing frontiers in the sustainability industry in Singapore while reducing the environmental impact of our operations.

Our sustainable food sourcing strategy took centre stage this year as we further intensified our focus on local and ethical sourcing. RISE restaurant, for example, was awarded the highest tier of the Singapore Food Agency's Farm-to-Table Recognition Programme (FTTRP) for its efforts in serving Singapore-grown bean sprouts, local hen eggs and quail eggs, alongside a wide range of high-quality Southeast Asian produce. This underscores the integrated resort's culinary stewardship and unwavering promise to bring our guests only the region's finest and freshest ingredients while reducing our food miles. Marina Bay Sands also embarked on a journey to source 100% cage-free shell eggs for our owned and operated restaurants across the property, with great progress made in this first phase. The strides made towards this goal have only been made possible through the collective dedication of our Team Members.

Another core aspect of our environmental, social and governance (ESG) strategy is ensuring Marina Bay Sands remains a safe and inclusive workplace for all Team Members. Our commitment to diversity, equity and inclusion (DEI) is a cornerstone of our identity as we take purposeful steps to foster a culture in which every individual feels empowered, valued and inspired to thrive, and as we provide employment opportunities for people from all walks of life. Through our numerous community partnerships, we also continue to lead the charge in actively promoting corporate social responsibility (CSR) through our community engagement programme, Sands Cares. We were proud to celebrate the tenth edition of *Sands for Singapore Charity Festival* in 2024, which saw close to S\$4.6 million raised for local charities.

At the core of Marina Bay Sands' success lies our steadfast commitment to governance and ethical leadership. By upholding the highest levels of integrity, we ensure that transparency, fairness and accountability serve as the foundation for every decision we make. Building trust with our stakeholders and ensuring our operations stay resilient and forward looking remain priorities for us.

Looking to the year ahead, we are energised by the opportunities before us. We will continue to set bold goals, push boundaries and lead by example as we redefine what it means to be a sustainable and responsible luxury hospitality destination.



PAUL TOWN
CHIEF OPERATING OFFICER



2024 KEY PERFORMANCE INDICATORS

ENVIRONMENT

Climate Response

↑7%

CARBON FOOTPRINT FROM A 2018 BASELINE

8M KWH

ENERGY AVOIDED

Water Stewardship

↓1%

POTABLE WATER CONSUMPTION FROM 2019 BASELINE

9M LITRES

SAVED THROUGH WATER-EFFICIENCY PROJECTS

Recycling & Circularity

39%

RECYCLING/DIVERSION PROPERTY-WIDE

65%

FOOD WASTE DIVERTED

67%

CONSTRUCTION WASTE DIVERTED

Sustainable Food

52%

RESPONSIBLY SOURCED SEAFOOD

Biodiversity

10%

NATURE-BASED OFFSETS, TOWARDS THE PROTECTION OF OVER 40 ENDANGERED AND VULNERABLE SPECIES

SOCIAL

Sands Cares

S\$4.6M

RAISED THROUGH SANDS FOR SINGAPORE CHARITY FESTIVAL 2024

Culture & Capacity Building

92%

OF TEAM MEMBERS PARTICIPATED IN SUSTAINABILITY ACTIVITIES

Diversity, Equity & Inclusion

37

TEAM MEMBERS HIRED UNDER OUR DEI PRACTICES

GOVERNANCE

Awards

BEST LEGAL AND COMPLIANCE PROGRAM – MARINA BAY SANDS AT THE INSIDE ASIAN GAMING (IAG) ACADEMY IR AWARDS 2024

ENVIRONMENT

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Climate Response

↑7%

CARBON FOOTPRINT FROM A 2018 BASELINE
(2024 GOAL: ↓ 1% FROM 2018)
(2025 GOAL: ↓ 30% FROM 2018)

8M KWH

ENERGY AVOIDED
(2024 GOAL: 6M KWH AVOIDED)

Water Stewardship

↓1%

POTABLE WATER CONSUMPTION FROM 2019 BASELINE
(2024 GOAL: ↓ 3% FROM 2019)
(2025 GOAL: ↓ 3% FROM 2019)

9M LITRES

SAVED THROUGH WATER-EFFICIENCY PROJECTS
(2024 GOAL: 6M LITRES SAVED)

Recycling & Circularity

39%

RECYCLING/DIVERSION PROPERTY-WIDE
(2024 GOAL: 45%)
(2025 GOAL: 50%)

65%

FOOD WASTE DIVERTED
(2024 GOAL: 80%)

67%

CONSTRUCTION WASTE DIVERTED
(2024 GOAL: 60%)

Sustainable Food

52%

RESPONSIBLY SOURCED SEAFOOD
(2024 GOAL: 50%)
(2025 GOAL: 55%)

Biodiversity

10%

NATURE-BASED OFFSETS, TOWARDS THE PROTECTION OF OVER 40 ENDANGERED AND VULNERABLE SPECIES

Certifications

LEED® Platinum for ArtScience Museum and Marina Bay Sands Expo & Convention Centre

Singapore MICE Sustainability Certification – Venue (Gold)

ISO 14001 and ISO 20121

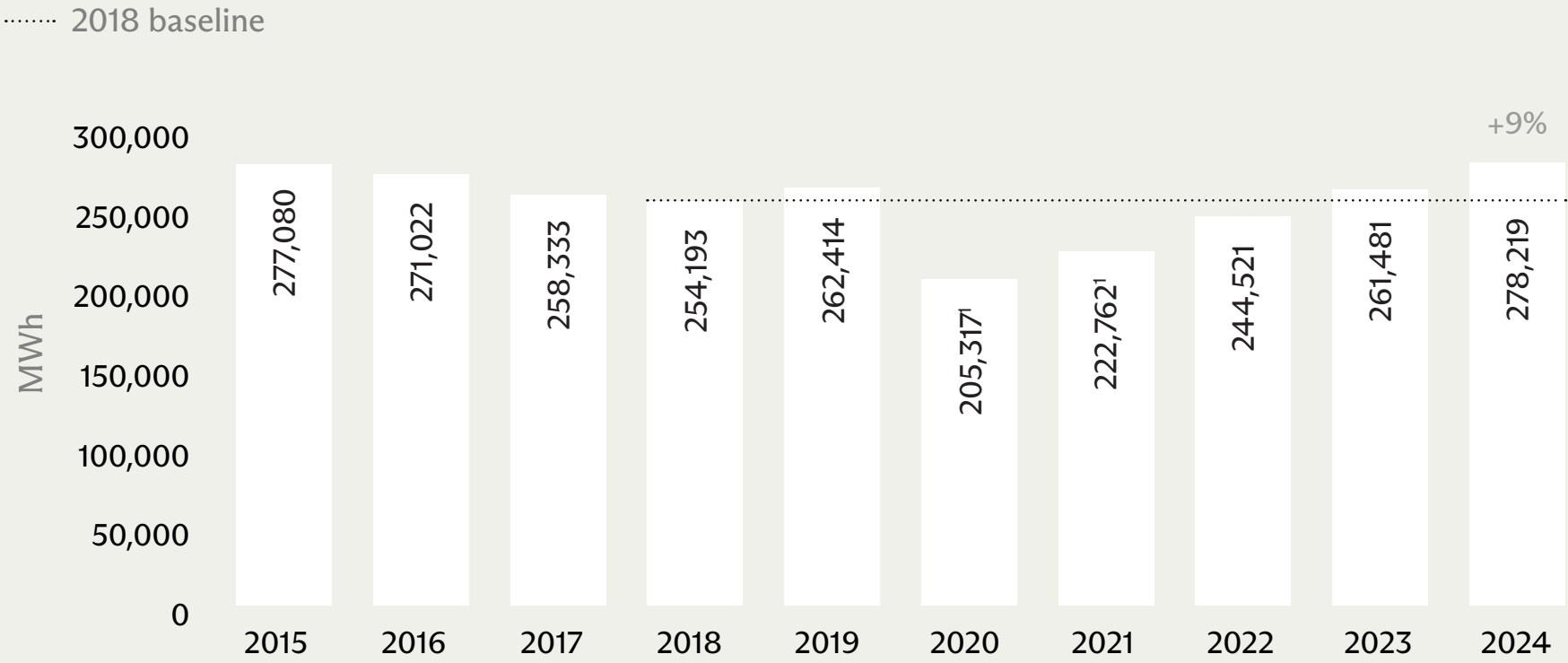
CLIMATE RESPONSE

Decoupling our carbon footprint from business growth by reducing reliance on fossil fuels, adopting smart technology and driving more effective use of materials

Global carbon emissions reached a record in 2024, with human activity emitting 41.2 billion tonnes of carbon dioxide (CO₂) into the atmosphere, as highlighted in the Global Carbon Budget report published by the Global Carbon Project. This signifies a pressing need for organisations to take bold action and reduce emissions to keep global warming to a minimum. Marina Bay Sands recognises this urgency, as it began working towards an ambitious low-carbon transition plan launched by its parent company, Las Vegas Sands. The plan articulates time-bound actions that the resort must take to achieve an emissions-reduction trajectory consistent with the 1.5°C global warming limit set out in the Paris Agreement.

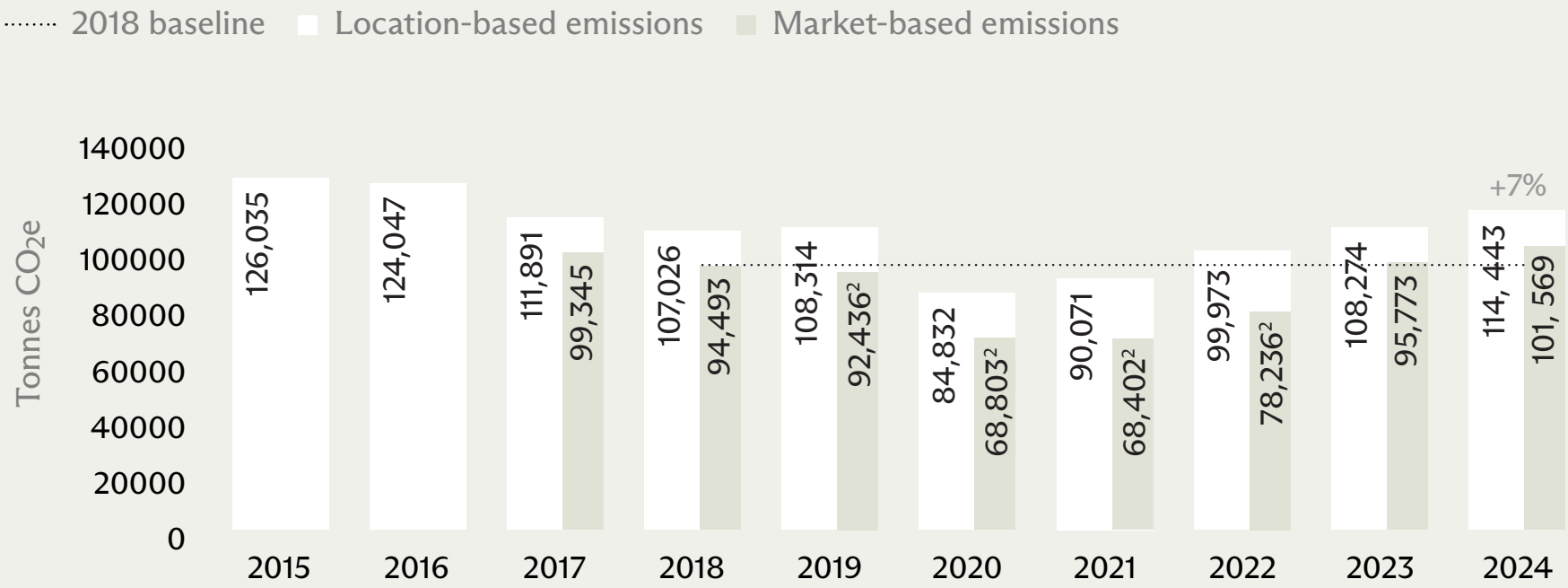
Anchored by the Science Based Targets initiative (SBTi), Marina Bay Sands has an existing emissions target to reduce its Scope 1 and 2 carbon emissions by 17.5% by 2025, measured against a 2018 baseline year. Acknowledging that amplified efforts are required to align with the new 1.5°C pathway, this target has been nearly doubled to a 30% reduction by 2025.

ENERGY CONSUMPTION TREND



¹ Operational downturn associated with global pandemic-impacted reduction.

CARBON EMISSIONS



² 2019 to 2022 market-based emissions include local renewable energy certificates (RECs).



While Marina Bay Sands saw a 7% increase in its carbon footprint in 2024 due to greater operational demand and resource consumption, the resort remains steadfast in its dedication to minimising this footprint, with overall carbon emissions reduced by 19% since 2015. This was achieved through comprehensive energy-saving measures, with some of these projects implemented in 2024:

- Trial of a highly advanced Sequence of Order (SOO) Airside Optimiser in the hotel Team Member Dining Room, following the upgrade of the AHU system in 2023. The trial consists of sensors that monitor and adjust chilled water temperature set-points in real time, automatically adjusting the AHU's fan speed to meet the Team Member Dining Room's ambient requirements. This has resulted in 40,418 kWh of energy savings while ensuring the comfort of Team Members.
- Overhaul of over 1,800 fluorescent lighting tubes to LED lighting in the resort's back-of-house areas, including the hotel kitchens and ArtScience Museum, leading to 526,257 kWh of annual energy savings.

HARNESSING THE POWER OF NATURE

Maintaining its position as a leading hospitality destination in Asia with best practices in sustainability, Marina Bay Sands purchased 7,500 tCO₂e of carbon offsets in 2024, which continue to support the Katingan Peatland Restoration and Conservation Project in Indonesia, as well as wind farms in the Krissana and Wang Rong Yai districts of Thailand. Alongside the 41,700 MWh of international renewable energy certificates (i-RECs) purchased from solar farms in Vietnam, these combined efforts fully offset the electricity and gas consumption at ArtScience Museum and Marina Bay Sands Expo & Convention Centre.

Marina Bay Sands also harvests its own solar energy on the property through the 536 solar panels sitting atop Sands SkyPark walkway. In 2024, these panels generated over 162,000 kWh of solar energy, equivalent to powering the lighting throughout the SkyPark.

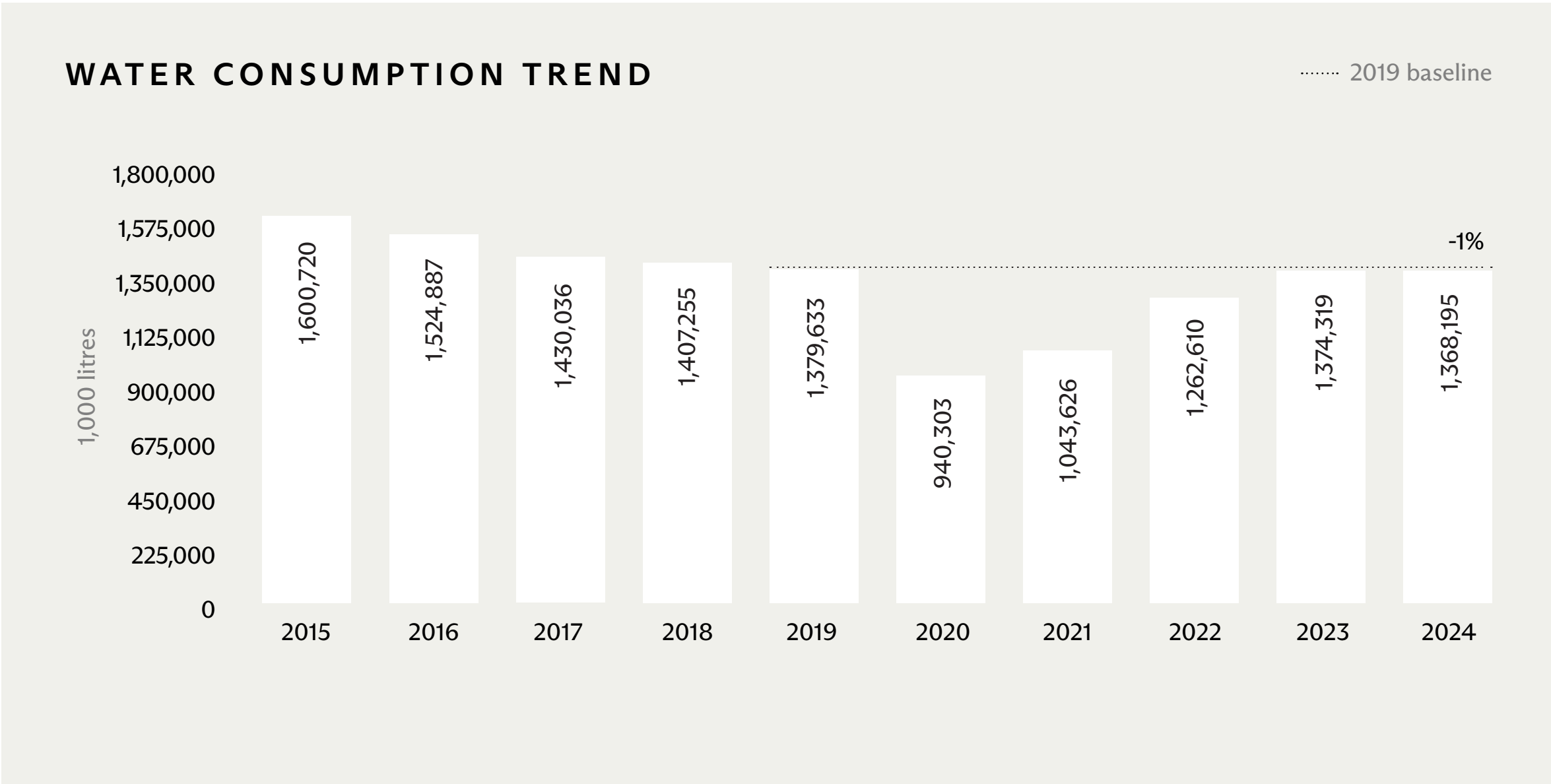


WATER STEWARDSHIP

Optimising operational efficiency and highlighting water challenges

The World Resources Institute’s Aqueduct Water Risk Atlas reveals that half of the world’s population faces water scarcity, with almost four billion people living under high water-stressed conditions at least one month out of the year. Sustaining our water supply remains a pertinent issue,

especially in countries that lack abundant freshwater sources, including Singapore. Marina Bay Sands remains keenly aware of the vital role water plays in its operations, adopting a multi-pronged approach that focuses on reusing, recycling and reducing its water footprint while taking active measures to conserve the water ecosystems in its communities.





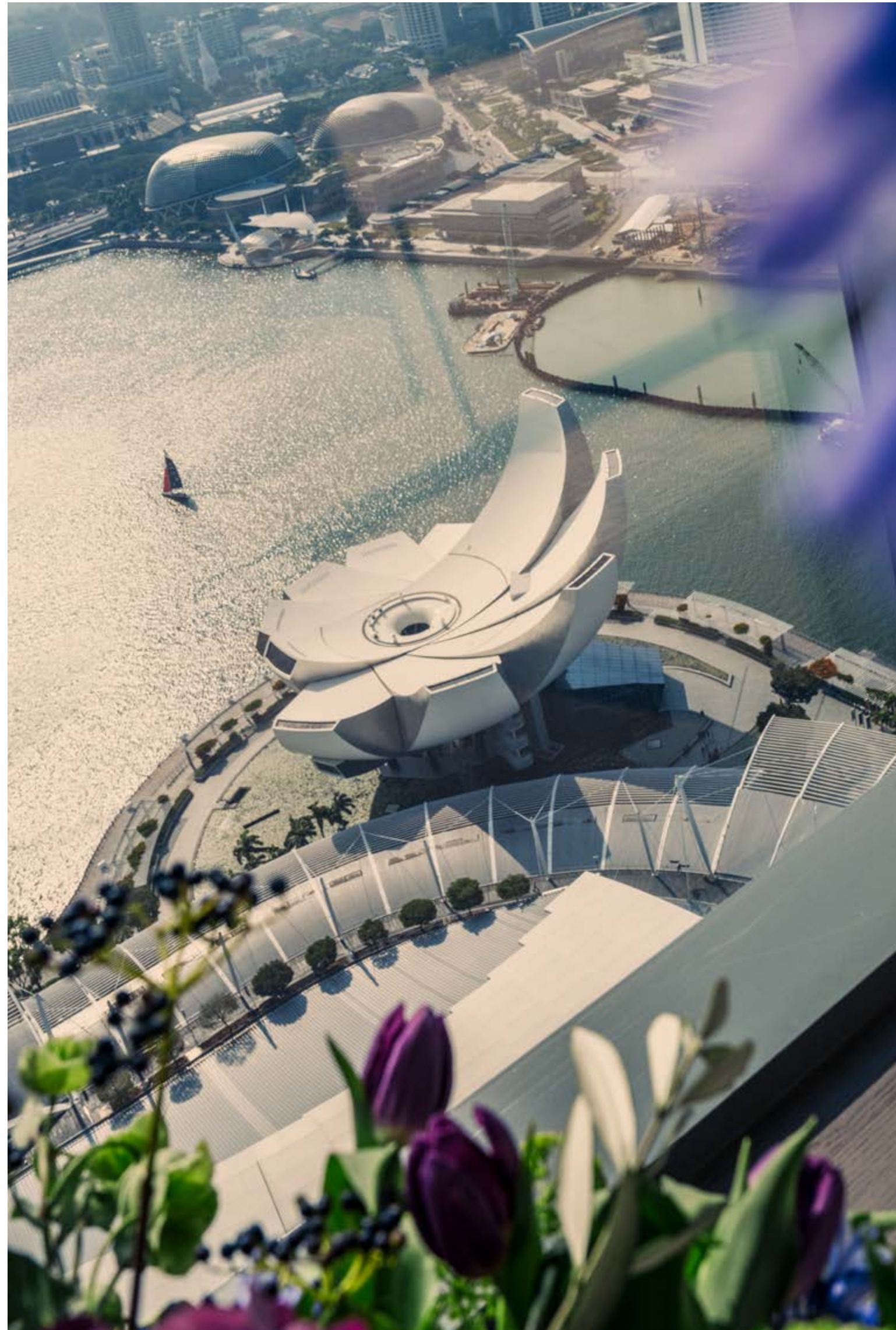
Source: Seven Clean Seas

LEADING THE CHARGE IN WATER STEWARDSHIP

Since the project's inception in 2020, Marina Bay Sands has been proud to support local water champions that have a transformational impact in their communities as part of the Drop by Drop Project launched by Las Vegas Sands. The project seeks to reinvest capital from Sands' water stewardship savings into initiatives that increase local water resiliency, reinvigorate ecosystems, incubate new water solutions and engage the community.

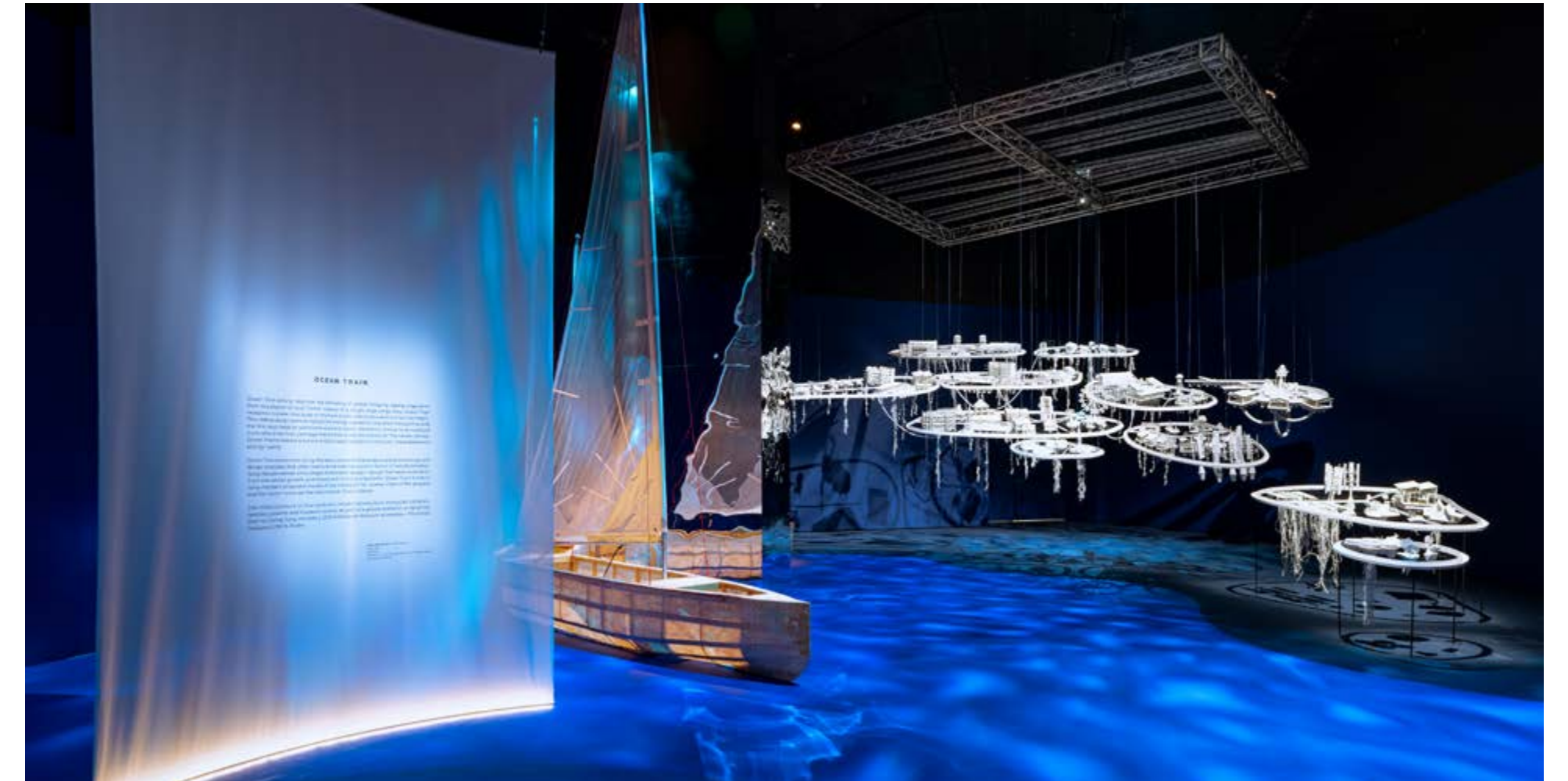
In 2024, Waterways Watch Society was the recipient of the Drop by Drop grant, working to raise awareness of the importance of conserving Singapore's water channels. The grant went towards organising a series of assembly talks and clean-up activities for over 4,000 primary and secondary school students, during which they gained first-hand experience in picking up rubbish to protect the local waterways. This was performed by kayak, pedal boat or on foot, with education about water usage, scarcity and sustainability forming a key component of each session.

The resort's activities extend beyond Singapore. Along the Chao Phraya River in Thailand, a state-of-the-art River Plastic Recovery System (RPRS) was officially launched by Seven Clean Seas, an environmental organisation focused on reducing plastic pollution in the world's marine environments. Named the HIPPO (High Impact Plastic Pollution remOver), the solar-powered RPRS received funding through the Drop by Drop Project during its pilot phase in 2020. It is projected to capture close to 1.4 million kilograms of plastic waste flowing through the river annually, cleaning up the largest waterway flowing through central Thailand, which is home to critically endangered species such as the Siamese tigerfish and Chao Phraya giant catfish. The achievement underscores Marina Bay Sands' unwavering commitment to advancing sustainability by partnering with like-minded organisations, even at a nascent stage.



A cornerstone of the integrated resort's water management strategy lies in uncovering opportunities to recycle and reuse existing water sources. Complementing earlier efforts of the water condensate recovery programme launched in 2016, Marina Bay Sands extended this highly successful programme beyond the hotel towers to collect and reuse water from air-conditioning units at its casino in 2024. Close to seven million litres of water is collected from the air-conditioning units throughout the year and repurposed for washing floors around the resort and cleaning bins at the property's bin centre, demonstrating Marina Bay Sands' proactive approach to reducing its water footprint.

Enhancements were made to the integrated resort's irrigation system, through which drought tolerance and water needs were analysed for different plant species to ensure watering of plants only when necessary. This follows the resort's landscape irrigation upgrade in 2023, where an advanced, cloud-based watering system saved 31 million litres of water in its first year of installation. The new enhancement saved a further one million litres of water in 2024, contributing to an overall nine million litres of water saved throughout the year from water-efficiency projects.



ADVANCING OCEAN CONSERVATION THROUGH TECH & FILM

Sustainability continues to be at the heart of ArtScience Museum's programming. In September, a captivating line-up of film programmes, talks and exhibitions centred on marine conservation was launched as part of *Ocean Tech Week*. The annual *Waves of Change Festival* was organised as part of this programme, where curated film screenings and captivating presentations were rolled out to educate visitors on underwater exploration and how technology is paving the way for sustainable solutions.

An exhibition held by ArtScientist-in-Residence Cesar Jung-Harada featured life-sized installations of the *International Ocean Station*, a speculative blueprint of a floating city, and *Ocean Solar Hydrogen*, a clean-energy generator that may power future ocean cities. The exhibition served as a culmination of Jung-Harada's research and development process over the course of his residency, where he envisioned a hopeful future for humanity that has creatively adapted to environmental change.

RECYCLING & CIRCULARITY

Embracing circularity principles to enhance our waste management systems and maximise resources

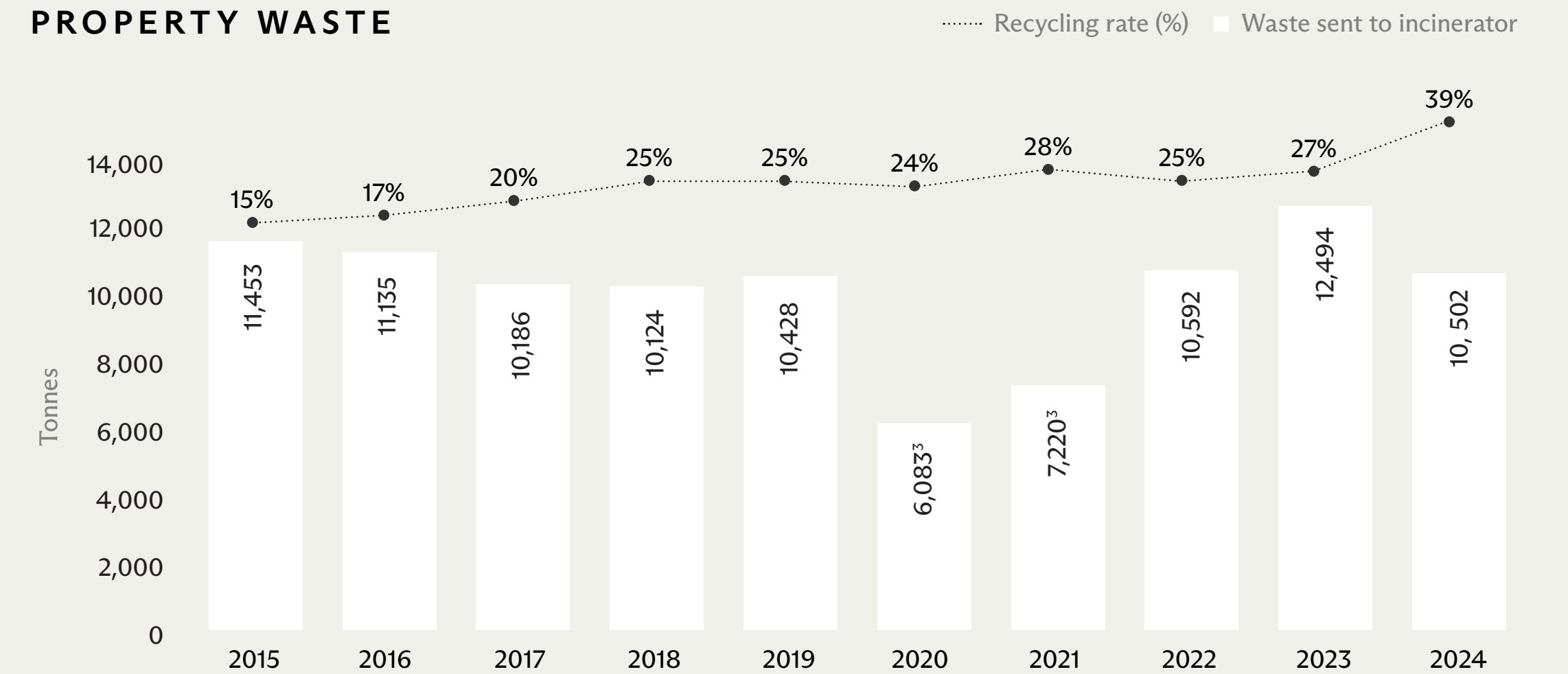
Accelerating urbanisation, population growth and economic development are driving a surge in waste generation, placing immense strain on the world's waste management infrastructure. At Marina Bay Sands, taking active measures and uncovering unique opportunities to recover value from waste remain key to the integrated resort's waste management strategy.

In 2024, Marina Bay Sands participated in the Singapore Tourism Accelerator programme, which aims to introduce innovative global technologies to tourism businesses in Singapore. A smart waste tracking system was trialled and subsequently rolled out, offering real-time monitoring of recyclables collected across the integrated resort. Data such

as the weight, type and source of waste are automatically tracked on an online dashboard, allowing greater traceability of resources. By leveraging data analytics technology, the property can identify waste production trends and implement targeted strategies to improve its recycling rates.

In parallel with these downstream waste management efforts, Marina Bay Sands recognises the importance of managing waste at its source. Elegant, multi-stream bins were deployed across public spaces in the hotel and casino to further encourage materials segregation among guests. This came alongside the increase in the number of bins at The Shoppes and the Expo & Convention Centre, which has contributed to an overall 12% increase in property waste diversion rate.

PROPERTY WASTE



³ Operational downturn associated with global pandemic-impacted reduction.



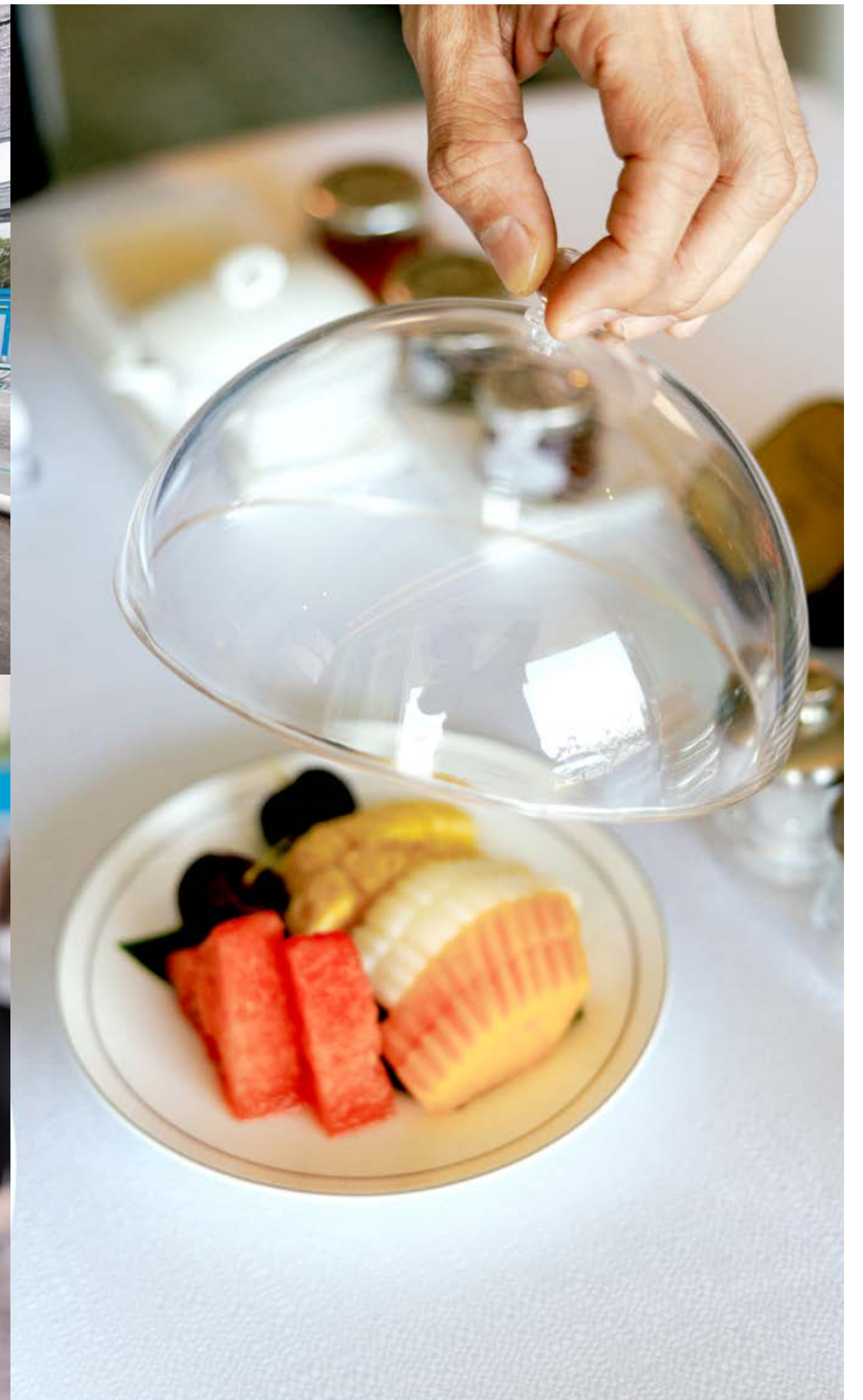
TURNING FOOD WASTE INTO OPPORTUNITY

2024 marked a pivotal year for Marina Bay Sands as the integrated resort embarked on a series of trailblazing food waste pilots. Following the successful implementation of a cutting-edge food waste processing technology, the resort commenced a trial to transform the machine's high-calorific output into fish feed for a local aquaponics farm. Waste excreted by the fish is broken down into nitrates, which are then used as fertiliser to grow high-quality vegetables sold in local supermarkets and restaurants.

In tandem with this strategy, Marina Bay Sands installed a high-tech dewatering machine to further expand the resort's overall food waste treatment capacity. Taking up to an 8,000 kg load, the machine acts as a grinder, crushing small bones and shells into fragments while extracting liquid, reducing food waste volumes by up to 50%. A trial is being explored in which the treated food waste is fed to black soldier fly larvae, with their frass being used as organic fertiliser for agriculture in Singapore. Frass is

the waste product of the larvae and is valued for its high content of essential nutrients like nitrogen, phosphorus and potassium, which are crucial for plant growth.

Recognising fresh opportunities to repurpose food waste, the resort also began diverting safe excess food from buffets and in-room dining (IRD) service to the Team Member Dining Rooms. Strict hygiene protocols were observed in this initiative, ensuring all food safety measures were upheld and the repurposed food was served safely. This not only enhanced the offerings served for staff but led to an astounding 2,500 kg of food and close to 900 kg of fruit saved from RISE restaurant and the IRD services respectively throughout the year.



GOING BEYOND SINGLE USE

Another key focus area in Marina Bay Sands' waste management strategy lies in reducing the integrated resort's single-use materials consumption. Rooted in its global E3R (eliminate, reuse, replace and recycle) strategy, the resort moved forward with an ambition to significantly reduce the use of plastic wrap across its celebrity chef and signature restaurants. Efforts to achieve this goal were progressively implemented throughout the year, with RISE restaurant successfully reducing its plastic wrap use by 60% throughout the year. Alongside this achievement, the hotel's IRD team took proactive measures to replace food covers, glass and sauce lids with reusable silicon covers. These efforts have led to the property reducing its overall plastic wrap use by 12%.

Elevating its waste reduction efforts to the next level, Marina Bay Sands continued its expansion of deploying bulk dispensers for spirits across the integrated resort. The low-waste distribution technology serves as a volume dispenser for premium spirits and wines, eliminating significant carbon emissions from transport. Over 8,000

glass bottles were saved in the property's nightclub, MARQUEE Singapore, alone. The property also trialled a cup return-and-reuse system at its annual corporate appreciation event, where high-quality metal and plastic cups were deployed and collected to be reused at future events, saving over 22,000 single-use paper cups.

Another waste and technological innovation was the digitalisation of business cards for Team Members. Personalised QR codes were rolled out on Team Members' phones, allowing users to scan and retrieve their contact details efficiently when required. This has saved over 140,000 single-use paper name cards annually, marking another step forward in cutting down single-use waste.



REINVENTING VALUE IN WASTE

Waste is given a second lease of life at Marina Bay Sands – at the hotel and in its kitchens.

As part of Marina Bay Sands' ongoing efforts to communicate its sustainability commitments to guests, the resort introduced 2,500 plaques made of local, felled African mahogany trees in newly refurbished hotel rooms. Collaborating with local artisans who rescue and transform felled trees into high-quality products, each plaque symbolises the resort's dedication to reducing waste while embracing Singapore's rich biodiversity. Guests can find a plaque by their bedside table and place it on their bed to request a linen change.

The resort also collects used cooking oil from its kitchens daily, which is repurposed into sustainable aviation fuel that is used in commercial airplanes around the world. Approximately 100,000 litres of used cooking oil is rescued annually, demonstrating the property's drive to repurpose materials.

Marina Bay Sands builds further on this commitment to sustainability, which is aligned with its mission to give back to society. Over 10,000 excess amenities from guest rooms were donated to the Singapore Red Cross and redistributed to the local community.

SUSTAINABLE FOOD

Offering exceptional culinary experiences while showcasing the very best regional ingredients and certified produce

According to the Food and Agriculture Organization of the United Nations, the food industry is one of the world's major production and consumption systems, with agriculture alone contributing to at least 30% of global greenhouse gas (GHG) emissions. From water depletion to biodiversity loss, organisations can have a profound impact in reducing these environmental pressures through responsible food sourcing. Marina Bay Sands remains committed to transforming its food supply chain, with a focus on local and regional sourcing while supporting suppliers that engage in responsible farming practices. In 2024, the resort successfully procured 52% of its seafood from responsible sources, reaffirming its longstanding commitment to marine conservation and serving sustainable seafood at scale across the property.

Recognising the animal welfare challenges of caged farming practices, Marina Bay Sands embarked on the first phase of a multi-year programme to supply 100% cage-free shell eggs to all its owned and operated restaurants. Commendable progress has been made throughout the property, with 64% of shell eggs served at the Expo & Convention Centre being cage-free and 77% of shell eggs being cage-free at RISE restaurant.





SHARING OUR FOOD SOURCING PHILOSOPHY

With a comprehensive set of sustainability initiatives in place at Marina Bay Sands, sharing the resort’s stance on being environmentally responsible with guests remains an important step, ensuring they are aware of and are inspired by the property’s strong ethos in responsible sourcing. In restaurants such as Mott 32 and Spago, QR codes are embedded in menus to lead guests to a webpage that illustrates the sustainability philosophy of the outlet. Icons detailing the sustainability certifications of ingredients can also be found within the menus, empowering guests to make more informed meal choices.

The integrated resort also launched a cinematic, sustainable food sourcing video that highlighted Marina Bay Sands’ focus on regional sourcing and sustainable seafood. Driven by stunning aerial visuals of supplier farms in neighbouring Malaysia and a compelling narrative, the video serves as testament to the resort’s culinary prowess in transforming Asia’s freshest produce into delectable delights.

CELEBRATING EXCELLENCE IN LOCAL FOOD SOURCING

In November 2024, RISE restaurant was awarded the highest tier of the FTTRP.

Developed by the Singapore Hotel Association, the Restaurant Association of Singapore and the Association of Catering Professionals Singapore, the FTTRP recognises food businesses in the hotels, restaurants and catering sectors that champion local produce. The highest tier is awarded to businesses that procure at least 15% of local produce in at least three food categories.

The culinary team at RISE procures a large proportion of its bean sprouts, hen eggs and quail eggs from homegrown suppliers, underscoring its dedication to support local farms and the Singapore Government’s ‘30 by 30’ goal to strengthen national food security by 2030.



BIODIVERSITY

Supporting local and regional initiatives that drive conservation and protection of our environment

Biodiversity forms the backbone of the Earth's support systems, yet it is declining at unprecedented rates. Urban expansion and agriculture have fragmented habitats and jeopardised species' survival in forests, wetlands and marine ecosystems. Committed to preserving the planet's natural capital, Marina Bay Sands works to advance conservation efforts and safeguard natural ecosystems.

In 2024, the integrated resort continued to invest 10% of its carbon offsets into nature-based carbon removal projects. Marina Bay Sands purchased 750 Verified Carbon Units from the Katingan Peatland Restoration and Conservation Project, advancing the previous year's progress towards restoring the 149,800 hectares of peatland. Besides protecting the home of the highly endangered Bornean orangutan and Sunda pangolins, the Katingan Project also stores massive amounts of CO₂ in its peat soil and above-ground biomass, serving as a crucial carbon sink in the region. The project seeks to develop community livelihood through sustainable economic development and land use in the protected area, improving overall education and sanitation access to its communities.



CROSSING NEW FRONTIERS IN BIODIVERSITY

This year marked a pivotal step in Marina Bay Sands' journey with its longstanding partner World Wide Fund for Nature (WWF) Singapore, as the integrated resort accelerated a landmark three-year partnership to evaluate deforestation risks associated with agri-commodity products in its procurement portfolio.

Global Forest Watch estimates that about four million hectares of tropical forest land are lost each year due to agriculture, with 47% of this deforestation occurring in Brazil and Indonesia. With Marina Bay Sands sourcing products from these regions, it was crucial to further investigate suppliers' policies and stance towards deforestation prevention, and review relevant certifications indicative of their sustainable practices. The resort is working with WWF to conduct this evaluation with key suppliers in seven commodities: beef, cocoa, coffee, palm oil, pulp and paper, soy and timber.

Through this partnership, deforestation risks, trends and geographical hot spots associated with the seven agri-commodities will be identified, with the partners working towards a no-deforestation commitment. Supplier engagement strategies and a report on best practices for responsible sourcing for the hospitality and food and beverage industries are also in the works.



CERTIFICATIONS

Recognition from the world's leading sustainability standards

Marina Bay Sands built on its strong foundation in sustainability in 2024 and continued to roll out new innovations to reduce its environmental impact. Its efforts have not gone unnoticed by local and global certification bodies, which awarded highly lauded sustainability certifications to the resort in recognition of its relentless pursuit of higher environmental standards.

Marina Bay Sands achieved the ISO 14001 Environmental Management Systems Certification for the full property for the first time, and was re-certified to ISO 20121 Event Sustainability Management System for the Expo & Convention Centre in December 2024. These internationally recognised standards reflect the resort's ongoing dedication to responsible practices across all operations, from energy and water efficiency to waste reduction and circularity innovation.

The property attained the world-leading Leadership in Energy and Environmental Design (LEED®) Platinum certification for ArtScience Museum – the first museum in Asia Pacific to receive this top honour – and Platinum recertification for the Expo & Convention Centre. Developed by the US Green Building Council, the accolade recognises the venues' outstanding environmental performance in water, energy and waste management, as well as sustainable purchasing practices.

In 2024, the Expo & Convention Centre also became the first venue in the nation to be awarded the highest tier of the Singapore Meetings, Incentives, Conferences and Exhibitions (MICE) Sustainability Certification (MSC), at Gold level. The new framework builds on the first MSC introduced in 2016 – which the Expo & Convention Centre had been recognised under – and aligns with the targets set out in the MICE Sustainability Roadmap launched by Singapore Tourism Board and Singapore Association of Convention & Exhibition Organisers & Suppliers. The Global Sustainable Tourism Council (GSTC) also announced in 2024 that this local standard had gained international 'GSTC-Recognised Standard' status, meaning it is recognised as being equivalent to the GSTC MICE Criteria Version 1.0. Each certification underscores Marina Bay Sands' promise to continue placing sustainability at the heart of its business, furthering its role as a leader in environmental stewardship.



SOCIAL

IN THIS SECTION

- 20 Social Impact
- 29 Diversity, Equity & Inclusion

Sands Cares

S\$4.6M

RAISED THROUGH SANDS FOR SINGAPORE CHARITY FESTIVAL 2024

Culture & Capacity Building

92%

OF TEAM MEMBERS PARTICIPATED IN SUSTAINABILITY ACTIVITIES (2024 GOAL: 95%)

Diversity, Equity & Inclusion

37

TEAM MEMBERS HIRED UNDER OUR DEI PRACTICES

AWARDS

Community Chest Awards 2024 – Charity Gold Award, Enabler Award and Volunteer Partner Award

Company of Good (3 Hearts) by National Volunteer and Philanthropy Centre

Enabling Mark (Platinum) (2024–2027) at SG Enable Enabling Mark Awards 2024

SOCIAL IMPACT

Investing our unique resources, philanthropic funding and active Team Member volunteerism to strengthen Singapore's social fabric

Alongside the property's commitment to the environment, Marina Bay Sands cultivates meaningful change and drives impact for communities through its community engagement programme, Sands Cares. Since opening, the integrated resort has been contributing to Singapore beyond its economic and tourism goals by leveraging its unique property offerings, philanthropic funding, capacity building and the dedicated volunteerism of its over 11,800-strong workforce to support communities in need.

In 2024, Marina Bay Sands organised 74 community events, impacting more than 49,800 beneficiaries. Guided by four key pillars, Sands Cares' programmes span various groups, from befriending isolated seniors amid Singapore's ageing population, supporting displaced families with temporary housing and financial aid, and funding vocational training for persons with disabilities, to nurturing the workforce of tomorrow through scholarships and mentorship.

Marina Bay Sands' dedication to preserving Singapore's cultural and natural heritage was amplified through a S\$500,000 donation to support emerging art forms and innovative creators in the local arts scene through the Sands Innovative Arts Fund, while ongoing partnerships with The Food Bank Singapore (FBSG) and Food from the Heart complement the resort's work in providing relief. Unifying

with Sands properties around the world in addressing the company's core Sands Cares priorities, Marina Bay Sands rallied Team Members to build 30,000 hygiene kits and 5,200 food kits to support disadvantaged communities in 2024.

Marina Bay Sands' Team Members contributed more than 13,000 volunteer hours in 2024, bringing the total volunteer hours contributed since opening to close to 120,000 hours.

SANDS CARES PILLARS

Hardship Relief: Investing in ideas and solutions to create resiliency for people in need.

Education: Nurturing the workforce of tomorrow through learning and mentorship.

Cultural and Natural Heritage: Promoting and celebrating art and culture through our cultural philanthropy and unique resources.

Disaster Response and Preparedness: Equipping and supporting in community crisis planning.



HARDSHIP RELIEF

GIVING BACK THROUGH SANDS FOR SINGAPORE CHARITY FESTIVAL

Since 2013, Marina Bay Sands has been dedicating weeks of volunteering activities and innovative fundraising efforts to give back to the community through the annual *Sands for Singapore Charity Festival*. Themed *Where Hearts Come Together*, the Festival commemorated its tenth edition in 2024 over 10 weeks and raised close to S\$4.6 million for local charities, bringing the total amount raised to over S\$39 million since 2013. Funds raised were directed towards charities such as APSN; ART:DIS; Asian Women's Welfare Association (AWWA); Community Chest; LOVE, NILS; Metta Welfare Association; SPD; and WE CARE Community Services to support persons with disabilities, empower disadvantaged women to gain economic independence, provide care for children with cancer and their caregivers, and offer counselling and treatment for individuals with addictions.



PROVIDING A PLATFORM FOR THE PUBLIC TO DO GOOD

The Festival also featured *Heartwork: Upcycling for Good*, an upcycling plastic waste initiative that enabled visitors to make a token donation and breathe new life into plastic bottle caps. Reflecting Sands Cares' endeavour to infuse sustainability into the ethos of giving back, *Heartwork* saw more than 35,000 plastic bottle caps from Marina Bay Sands' restaurants and kitchens being recycled and contributed to the coasters and keychains made at the Festival. Visitors chose to either take home the final products or donate them to be hung on an art installation at the Festival. All donation proceeds went towards AWWA's Transitional Shelter programme to support lower-income families by enhancing their living conditions in temporary shelters.



SUPPORTING THE WIDER COMMUNITY

Returning for the third year, the popular Giving Marketplace remained a key feature of *Sands for Singapore Charity Festival* to support non-profit organisations, social enterprises and small businesses to raise funds and drive awareness of their causes. All proceeds from the 16 booths, which included the sales of handcrafted items, lifestyle products and baked goods, were retained directly by the participating organisations to support their causes.

To celebrate the tenth edition of the Festival, ice cream pop-up Scoops of Hope made a special return for 10 days with 10 specially crafted ice cream flavours by Marina Bay Sands' celebrity chef restaurants and pastry team. The funds raised went towards supporting Metta Café's mission of providing food and beverage (F&B) vocational training programmes for graduates with intellectual disabilities.



Strength in Numbers Through Active Team Member Volunteerism

More than 4,000 of Marina Bay Sands' Team Members participated in over 20 community events across 10 weeks, contributing more than 6,600 volunteer hours, underscoring a commitment to doing good. Highlights included:

- Art jamming sessions with beneficiaries from Singapore Red Cross' local programmes
- National Day celebrations to bring cheer to seniors at Moral Home for the Aged Sick
- Contribution of over 1,300 new toys by Team Members at a toy donation drive for children afflicted with cancer, in partnership with LOVE, NILS

Creating Resiliency for the Vulnerable Through the Year

Since 2018, Marina Bay Sands contributed over S\$400,000 to AWWA to support its Transitional Shelter programme and, since then, over 160 financially vulnerable families with temporary accommodation and social work intervention have been positively impacted. Beyond financial donations, Team Members have been volunteering to spruce up these transitional shelters, including assembling, retrofitting and painting 28 shelter units in July 2024 to create a safer and more comfortable environment for families during their stay.

Marina Bay Sands believes that education and services should be accessible to the community, including persons with special needs. Since 2018, the integrated resort has contributed to various initiatives by the Cerebral Palsy Alliance Singapore (CPAS). Over S\$400,000 has been contributed to support CPAS' programmes, including the purchase of equipment for its Assistive Technology Hub and digital and communication learning tools to enable CPAS to better support more than 400 beneficiaries. The

integrated resort has also supported other social groups, such as funding lower primary students with mathematics bursaries through the Dyslexia Association of Singapore to help with their learning difficulties and supporting persons with disabilities from Bizlink Centre to receive vocational training at the newly launched Enabling Business Hub in Lakeside.

In addition to philanthropic contributions, Marina Bay Sands Team Members play an essential role in reaching out to the community. Since 2021, over 260 Sands Cares volunteers have conducted weekly doorstep visits and befriended more than 400 isolated seniors through eight cycles of Neighbour Cares, a long-term initiative spearheaded by social service agency Care Corner. The weekly befriending allows volunteers to mitigate isolation and loneliness among the seniors and observe their emotional and mental wellbeing.



EDUCATION

Culture & Capacity Building
Communicating our commitments across both operations and the supply chain by inspiring and engaging our customers, partners and Team Members.

A culture of collaboration and continuous learning is integral to reaching Marina Bay Sands’ sustainability goals. Through ongoing staff education and collaborations with partners to achieve shared sustainability objectives, the integrated resort leaves no stone unturned in fostering an environmentally and socially conscious culture.

One of the hallmarks of the Sands ECO360 programme is the engagement with Team Members on pertinent sustainability topics through a comprehensive series of training, events and immersive outdoor learning experiences. An online course was launched in 2024 to refresh Team Members’ knowledge on sustainability focus areas, along with an introduction to the latest focus area of biodiversity. Over 10,000 Team Members completed the course, contributing towards the 92% engagement rate in the year’s sustainability activities.

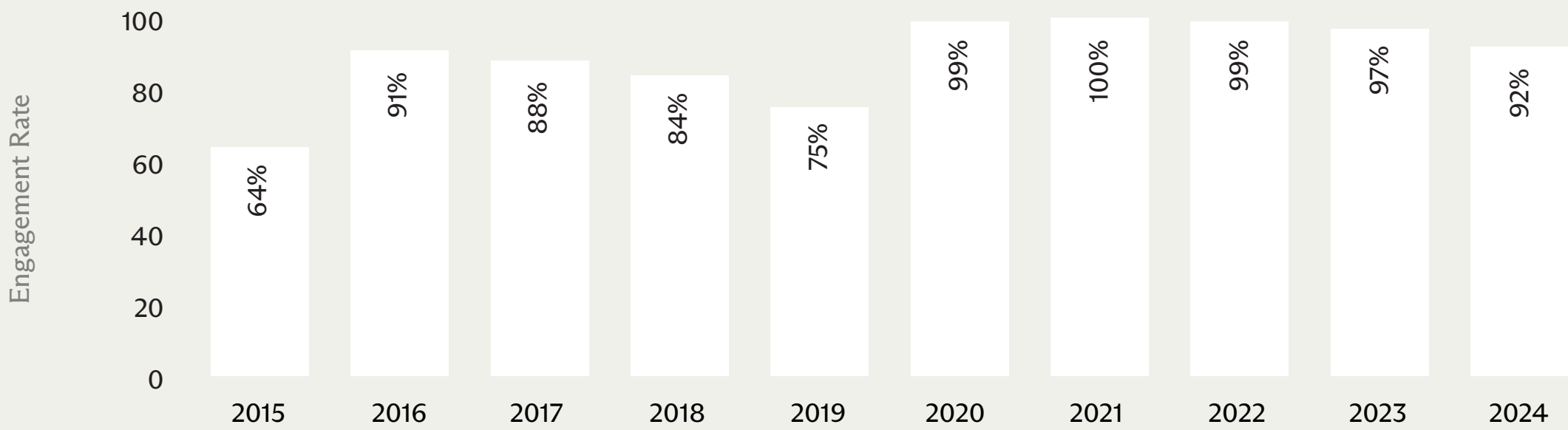
LEADING CHANGE FROM WITHIN

Innovation took centre stage this year as Marina Bay Sands launched the inaugural Honouring Environmentally Responsible Operations (HERO) Award. The in-house programme encouraged Team Members to implement self-initiated sustainability measures in their departments. Projects with demonstrable impact in the following categories were considered: energy conservation, water reduction and/or repurposing, reduction of single-use materials, transition to sustainably certified products and enhanced customer communications on sustainability.

Over 10 teams took part in the award, spearheading bold efforts which led to far-reaching impact. Some of these projects included the increased recycling of hotel amenities, rescuing of safe excess food from RISE restaurant and the digitalisation of business cards and rewards vouchers. The top three teams with projects demonstrating the greatest environmental impact were rewarded with an exciting learning journey to Batam, Indonesia, where they got hands on in tackling the plastic pollution crisis and explored native biodiversity.



SUSTAINABILITY ACTIONS AND PARTICIPATION⁴



⁴ From 2022, the tracking methodology for sustainability actions was revised and based on Team Members' unique participation.

Driving Sustainability Through Partnerships

With sustainability as a critical priority across both public and private sectors, Marina Bay Sands continues to prioritise meaningful engagement with its partners. The integrated resort takes great pride in sharing its sustainability journey with its guests, with close to 20 sustainability tours conducted over the year for a wide range of schools, universities, international visitors and MICE clients. From the building's architecture and smart technology initiatives to the back-of-house operations, tour participants discovered how sustainability continues to be embedded in all facets of the resort's operations.

Marina Bay Sands continues to advocate for key environmental issues, dimming the exterior property lighting for the annual *Earth Hour* event and lighting up the façade in blue to promote *Singapore World Water Day*. The resort again supported *Go Green SG*, a nationwide sustainability movement launched by the Ministry of Sustainability and the Environment to rally the community to take collective action towards a sustainable future for Singapore. Exclusive environment-themed workshops and tours were held at ArtScience Museum in support of the month-long programme.

Another milestone partnership was the launch of the *Conscious Marketplace* along the Marina Bay Promenade in June 2024. Organised by local sustainability lifestyle brand Green Is The New Black, the *Conscious Festival* is an annual celebration of sustainable living through a series of immersive talks, thought leadership workshops and activities that aim to bring sustainability advocates together. Marina Bay Sands was the venue partner for the marketplace, which featured over 30 environmentally conscious brands educating consumers on the importance of living consciously and responsibly.



NURTURING THE NEXT WAVE OF HOSPITALITY TALENT

As one of the leading hospitality companies, Marina Bay Sands is invested in developing and nurturing the next generation of local hospitality industry professionals and inspiring young talents to pursue a career in hospitality.

Since 2018, the integrated resort has worked with the Singapore Institute of Technology (SIT) on a bursary to nurture undergraduates pursuing a degree in hospitality. Some 140 undergraduates have benefitted from the resort's total contribution of S\$700,000.

In addition to the bursary, Las Vegas Sands and Marina Bay Sands pledged US\$1 million to launch the Sands Hospitality Scholarship in 2022. Benefitting more than 100 Singaporean students pursuing hospitality or tourism-related courses at six institutes of higher learning, the bond-free scholarship supports various aspects of their educational expenses. Recipients are given first-hand access to hospitality professionals, through which they can gain insights about the industry from regular networking sessions with Marina Bay Sands' Team Members.

LEVERAGING UNIQUE RESOURCES TO SUPPORT THE NEXT GENERATION

Miracle Coffee Singapore, a collaboration between homegrown pop superstar JJ Lin and Marina Bay Sands, conducted a coffee-making workshop for nine apprentices from Metta Café in May 2024. From learning about the unique characteristics of coffee beans to a hands-on pour-over demonstration, the apprentices developed a deeper appreciation of coffee-making that they could practice through their work at Metta Café. Miracle Coffee's partnership with Metta Welfare Association started in 2023 to commemorate the grand opening of the café, when a special coffee flight was sold to raise funds for the organisation. This meaningful initiative continued in December 2024 to celebrate Miracle Coffee's first anniversary.

Marina Bay Sands also enhanced learning experiences of youths through *In Conversation With*, Sands Cares' signature dialogue series that has hosted over 40 industry experts from different fields to share their wealth of knowledge and experience with young talents in Singapore since 2014. In October, Australian golfer and Sands' first female brand ambassador Minjee Lee engaged with 10 local junior golfers from Singapore Golf Association's Future Squad and Junior Development Squad programme to inspire their pursuit of golf. The group was also among the first to enjoy a swing in one of Marina Bay Sands' Paiza Collection suites, equipped with a golf simulator.

The series continued in November when nearly 80 arts and film students in local tertiary institutions were invited to two back-to-back events during the *Disney Content Showcase* week. American actor Anthony Mackie, who was in theatre for 12 years before landing his first movie role, shared first-hand insights on taking on the legacy of Captain America and his biggest challenges as an actor. The cast of Korean drama *Knock-Off* also shared about how they brought their characters to life.



ADVANCING IMPACT AT THE SUSTAINABLE MARKETPLACE

Following the successful run of *Sustainability Action Day* in 2022, the second edition of the highly anticipated marketplace returned in January 2024. More than 1,100 Team Members participated in the event, learning about the importance of animal conservation from key conservation leaders such as Animal Concerns Research and Education Society (ACRES) and the Otter Working Group.

A clothes-swap activity also debuted at the event, where Team Members exchanged pre-loved clothing, enabling them to uncover the value in second-hand apparel and close the loop on textile waste. The marketplace also featured an expanded number of sustainable vendors selling lifestyle products made of recycled materials, as well as innovative plant-based F&B options. As a signature event, *Sustainability Action Day* allowed Team Members to participate in a wide range of sustainability-related activities, fostering awareness and greater appreciation for responsible practices.



CULTURAL & NATURAL HERITAGE

Sands Innovative Arts Fund

Promoting and celebrating culture and heritage through the arts is a way to support the preservation and advancement of Singapore's cultural and natural heritage and to build a thriving tourism industry. Since opening, Marina Bay Sands has been a strong supporter of the arts, championing the creative spirit and providing a platform for artistic works to be accessible by a wider audience.

In 2024, the integrated resort reaffirmed its commitment to the development of Singapore's arts scene through a S\$500,000 donation to invest in the future of emerging art forms and innovative creators. The donation marked the establishment of the Sands Innovative Arts Fund under the National Arts Council's Sustain the Arts Fund (stART Fund),

which boosts small arts groups' efforts and gives a head start towards long-term sustainability. These arts groups include Brahmastra, Chinese Opera Studio, inwardBOUND, Orchestra of the Music Makers, Pasat Merdu, Polarity, Reverberance and Sigma Contemporary Dance.

Some of the programmes include performances to foster intercultural music, showcase the vibrant diversity of musical communities in Singapore and use interactive theatre to address social issues, as well as to bridge the youth and elderly communities. This move, which marks one of the biggest donations Marina Bay Sands has made in support of the arts since opening in 2010, exemplifies the resort's dedication to nurturing emerging talent and its efforts to leverage new technologies in art-making and audience engagement.



Source: Brahmastra

DISASTER RESPONSE & PREPAREDNESS

Supporting People Affected by Disasters & Hardship

Since 2014, one million hygiene kits have been assembled by Sands' Team Members across Las Vegas, Macao and Singapore as part of the annual Sands Cares Global Hygiene Kit Build with Clean the World. Kits included shower amenities and dental care items as well as message cards, and have been distributed by Clean the World and its affiliated non-profit organisation, The WASH Foundation, to beneficiaries through Children International in the Philippines and locally to beneficiaries supported by Singapore Red Cross. In Singapore, more than 600 Team Members participated in the build – the tenth Hygiene Kit Build for Marina Bay Sands – alongside 20 Singapore Red Cross volunteers.

The Sands Cares Global Hygiene Kit Build with Clean the World addresses Sands' global priority to provide hardship relief for people in need in two ways: delivering critical hygiene supplies to disadvantaged populations and aiding the community's recovery from disasters and other crisis situations. The kits were distributed to populations in need as well as those affected by disasters and hardship, to promote good health.

Increasing Capacity Through Funding & Mentoring to Address Food Insecurity

Since 2016, Marina Bay Sands has teamed up with community partner FBSG to address hunger among at-risk communities in a variety of engagements, including through the donation of unserved catered food from the Expo & Convention Centre and regular volunteering by Team Members to sort food donations and take inventory at FBSG's warehouse.

The resort has hosted the Sands Cares Global Food Kit Build with FBSG annually since 2022, assembling food bundles for distribution to vulnerable communities in Singapore as part of a unified effort to address food insecurity in Sands' regions around the world. A total of 5,200 food kits comprising biscuits, rice and canned food were assembled by more than 330 Team Members, retail tenants and representatives from the benefitting organisations.

Marina Bay Sands also brought the partnership to the next level by welcoming FBSG as the second recipient of the Sands Cares Accelerator, a three-year programme designed to propel impactful non-profit organisations to increase capacity through funding and mentoring, enabling organisational leaps in the delivery of their missions. The appointment from 2025 to 2027 would see Marina Bay Sands supporting FBSG's strategic leap in upgrading one of its existing initiatives – the Bank Card Programme – simplifying the way food is distributed to its network of beneficiaries.



DIVERSITY, EQUITY & INCLUSION

Nurturing a safe, equitable environment where individuals feel valued, heard and empowered to achieve their best

With Singapore's diverse population, organisations have the opportunity to build cohesive teams that reflect the vibrancy of the nation. Marina Bay Sands recognises the potential in bridging differences for stronger teams and tapping different skillsets to reach common goals. With over 11,800 Team Members bringing unique sets of skills and experiences, the integrated resort continues to drive equal employment opportunities through its DEI Committee, which champions inclusive hiring and non-discrimination policies.

FAIR EMPLOYMENT

To provide a positive, diverse and inclusive work environment that values individual differences and enables every Team Member to contribute and develop to the level of their potential, Marina Bay Sands requires that:

- Team Members are respectful in work and actions towards other Team Members
- Company policies, procedures, hiring practices and systems support and encourage diversity
- An environment is created in which each Team Member can enhance their individual skills, abilities and levels of expertise regardless of background or gender
- Team Members recognise, respect and respond positively to the diversity of guests and suppliers of the company as well as that of their fellow Team Members

Marina Bay Sands has a strict non-harassment policy in place and does not tolerate any form of harassment by any of its Team Members, third parties or guests. This includes any behaviour that violates a person's dignity or can create an unfavourable work environment that may negatively impact Team Members' work performance and their ability to provide guest service and pose a risk to their safety or health.



FOSTERING BELONGING IN THE WORKPLACE

With a rich tapestry of talents and valuable skillsets among its Team Members, Marina Bay Sands strives to create an inclusive environment in which every individual has the opportunity to hone their strengths and make equal contributions to the team. The integrated resort is proud to hire talent from all walks of life, including persons with disabilities and ex-offenders.



EMPOWERING WOMEN

In October 2022, an all-female employee resource group named 'EmpowHer' was launched at Marina Bay Sands. With 46% of its workforce comprising women, the resort recognises the importance of promoting a safe and open space for its Team Members to celebrate their strengths and devise strategies to nurture future leaders.

Over 10 activities consisting of talks, networking sessions and workshops were held in 2024, with leaders from multiple departments coming together to share about their personal struggles, how they worked to overcome them and managing work-life balance as they take on multiple roles as leaders, mothers and spouses.

"At my time of utmost need, my team stepped up to cover my duties while I was away for a whole month. I will never forget that support."

Amanina Yazid | Mother of Two



A CULTURE OF LIFELONG LEARNING

Senior workers bring immense value to the workforce, carrying with them a wealth of wisdom and experience spanning multiple decades and careers. Marina Bay Sands is proud to celebrate their expertise and foster an age-inclusive culture. As of 31 December 2024, over 400 Team Members are aged 63 years and above.

"I have gained a family here at Marina Bay Sands. It's the energy and warmth of the place that makes me enjoy coming to work every day. I would work for as long as I am able to here."

Wong Yin | 74-year-old Team Member

ENABLING PERSONS WITH DISABILITIES

Marina Bay Sands champions the talents of persons with disabilities, tailoring roles to leverage their potential rather than their limitations. The integrated resort has partnered social service organisations such as Society of the Physically Disabled and SG Enable to hire persons with disabilities across 11 departments, four of whom have been Team Members for over a decade. Apart from physical disabilities, Marina Bay Sands also works closely with Metta Welfare Association and Movement for the Intellectually Disabled of Singapore to offer internships and employment opportunities for people with special needs such as autism or epilepsy.

"I am extraordinary. Marina Bay Sands gave me the opportunity to learn and do things that even ordinary people cannot do."

Noel Peter Xavier | Stroke Survivor



EX-OFFENDERS

The resort strongly believes in the power of second chances, providing employment opportunities for ex-offenders to find meaningful work and reintegrate back into society.

Since 2011, Marina Bay Sands has proudly hired ex-offenders, who have displayed exemplary performance in customer-facing roles across the Attractions, Call Centre and Front Office departments. These efforts were recognised in 2023, when the resort received the prestigious Advocates of Second Chances award, launched by Yellow Ribbon Singapore.

Upskilling opportunities continue to be in place to ensure these Team Members are supported in their careers, building their confidence and allowing them to contribute meaningfully to their communities.

"At Marina Bay Sands, we don't just offer jobs – we offer second chances, turning resilience into excellence and gratitude into great service. Supervisors like myself are trained to provide ex-offenders assistance where needed, allowing them to thrive in their careers."

Ramesh Govindasamy | Hiring Manager and Advocates of Second Chances Award Winner (Workplace Advocates)

ADVANCING SOCIO-ECONOMIC INCLUSION

Marina Bay Sands is deeply committed to uplifting low socio-economic groups by creating pathways to success. Building upon its strong partnership with the Ministry of Social and Family Development (MSF), the integrated resort participated in its Community Link (ComLink) programme, which provides coordinated support to low-income families in rental flats. Through the MSF's Social Service Offices, Marina Bay Sands conducted over 100 interviews with successful job placements in customer-facing roles such as guest service agents and logistics attendants. The resort also works closely with job candidates to review and update their résumés, ensuring that their skillsets meet the necessary requirements of the job scopes.

Extending these hiring opportunities to underprivileged women, Marina Bay Sands launched an exclusive DEI Hiring Workshop with Daughters Of Tomorrow, during which hiring managers could understand and support hiring efforts for Team Members from low-income backgrounds. Through simulations of challenges faced by low-income families, participants were tasked with making decisions under tight financial conditions, allowing them to gain insights and empathise more with these communities.

Through providing access to job opportunities and essential resources that empower individuals to build better lives for themselves and their families, Marina Bay Sands strives to address systemic barriers to ensure that people of all backgrounds continue to thrive.

SHAPING THE WORKFORCE OF TOMORROW

As Marina Bay Sands continues to offer unparalleled luxury services to its guests, it is important for all Team Members to remain equipped with advanced skills and knowledge to meet ever-changing consumer demands. Since 2023, over 3,000 operational Team Members have undergone comprehensive training focused on soft skills such as communication, problem solving and teamwork, enabling them to remain highly effective and adaptable in their work.

A 'leadership-in-action' programme was also rolled out in 2023 and continued in 2024, through which more than 2,000 supervisors and people managers have been trained in inclusive management and conflict-resolution methods, empowering them to lead their teams with greater empathy and respect. These initiatives demonstrate Marina Bay Sands' focus on fostering interpersonal skills and leadership growth for Team Members at every stage of their career.



GOVERNANCE

IN THIS SECTION

- 34 Corporate Culture
- 35 Supply Chain Management
- 36 Responsible Business

Marina Bay Sands ensures strict adherence to high standards of performance and responsible, ethical action in all facets of our business. We are committed to operating with integrity while respecting our guests and Team Members.

AWARDS

Best Legal and Compliance Program – Marina Bay Sands at the Inside Asian Gaming (IAG) Academy IR Awards 2024

CORPORATE CULTURE

Marina Bay Sands acts with integrity and meets or exceeds its legal, fiscal and ESG responsibilities. Corporate governance of ESG matters begins at the highest levels of the company.

SUSTAINABILITY GOVERNANCE

Parent company Las Vegas Sands' Chief Executive Officer provides overall direction for its People, Communities and Planet corporate responsibility pillars, including the Sands ECO360 global sustainability programme. The Chief Sustainability Officer oversees and directs the Corporate Sustainability department, which is responsible for developing the company-wide sustainability strategy, leading sustainability programmes, providing global measurement and reporting, and ensuring implementation of sustainability best practices.

Marina Bay Sands' Chief Operating Officer, together with the Sustainability Steering Committee (SSC) and the Sustainability department, are responsible for managing and implementing Sands ECO360 initiatives at the property level and work closely with multiple departments, such as Hotel Operations, Housekeeping, F&B, Facilities, Human

Resources, Procurement, Finance, Marketing, and Meeting and Convention Services, to implement sustainability initiatives.

Goals and targets in sustainability focus areas such as low-carbon transition and water stewardship are approved by the SSC at the start of every financial year. The SSC members review and track the progress of these goals on a quarterly basis, amending the goals and pushing for further action to reach these targets.

CODE OF BUSINESS CONDUCT & ETHICS

Governed by the Code of Business Conduct & Ethics published by Las Vegas Sands, the Code provides a high-level overview of the core principles that outline how Marina Bay Sands conducts business. This means that all Team Members must always act with integrity and keep to the four principles of ethical conduct at all times:

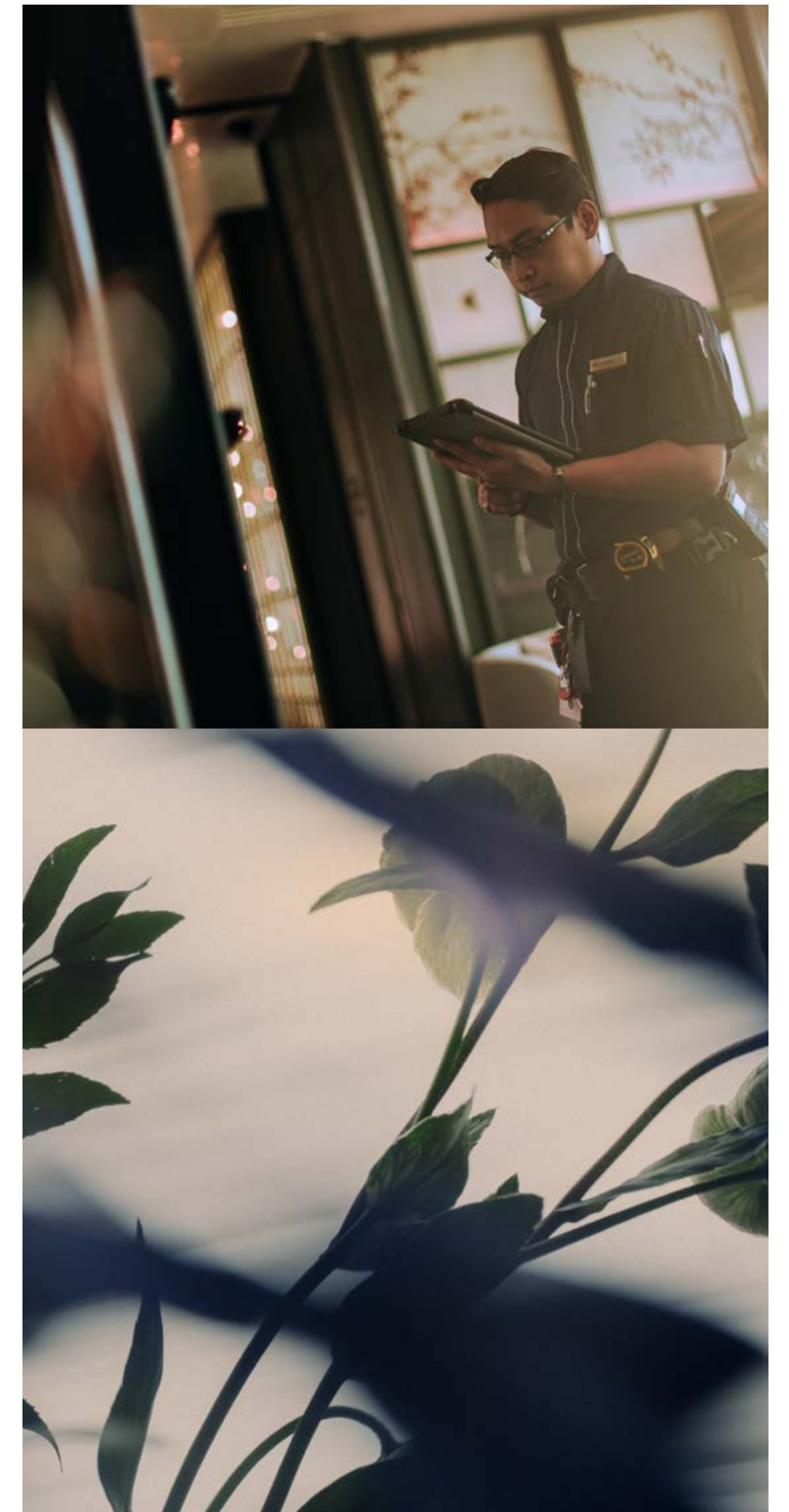
1. We respect individuals. Whether Team Members, guests, suppliers or members of the community, we treat each individual with whom we come into contact with the utmost respect. We strive to make sure they are safe and free from discrimination or harassment.

2. We do business ethically and legally. We follow the letter and the spirit of all laws that Marina Bay Sands is obligated to follow. We are aware of our global obligations. We act with integrity in every action we take on behalf of the organisation.

3. We protect Marina Bay Sands and our investors. The continued growth of Marina Bay Sands benefits our investors and our Team Members. Our actions are designed to safeguard the assets and reputation of the organisation.

4. We enhance our community. Our interactions with the community in Singapore provide opportunities to improve the world around us. Whether working with the government or making sure we act as stewards of the environment we live in, we look to make our communities better places.

[More information can be obtained from Sands' Code of Business Conduct & Ethics here.](#)



SUPPLY CHAIN MANAGEMENT

Marina Bay Sands upholds its ethical standards and ESG requirements with its business partners and has policies that cover all aspects of its value chain. All of Sands' suppliers must meet the standards outlined in the Supplier Code of Conduct, which includes expectations for ESG topics such as Human Rights, Labour Rights, Health and Safety, Environment, Ethics and Compliance, and Monitoring and Evaluation.

The organisation leverages its Global Sustainable Procurement Policy to source products and services that minimise negative impacts on human health and the environment, and strengthen local communities by ensuring the procurement of products and services that:

- Conserve natural resources, materials, water and energy, and protect biodiversity
- Maximise recyclability and recycled content, and minimise waste
- Reduce toxicity and pollution, including greenhouse gas emissions
- Provide opportunities for small- and medium-sized enterprises and local businesses

This policy applies to all products and materials in the following three categories: required, recommended and potential sustainable products. Sustainability criteria for these items are outlined in the Category Structure Framework and the Sands Engineering and Sustainable Development Standards for design and construction.

Marina Bay Sands recognises that responsible environmental and community stewardship is a continuous process, engaging its suppliers in ongoing dialogues to monitor their performance and remain informed about opportunities to become increasingly sustainable.

[More information can be obtained from the Global Sustainable Procurement Policy here.](#)



RESPONSIBLE BUSINESS

Marina Bay Sands prevents illegal financial activity, protects privacy and maintains robust security systems. The organisation promotes responsible business conduct that meets or exceeds local regulatory requirements and demonstrates industry-leading practices where formal legal standards are not in place.

The organisation's Legal department oversees Marina Bay Sands' compliance with respect to laws and regulations applicable to the organisation's business. The Sustainability department supports the identification of relevant environmental policies and regulations as needed.

ANTI-CORRUPTION

Marina Bay Sands is committed to complying with all applicable anti-corruption laws, regulations and policies and does not tolerate any form of bribery or corruption.

The integrated resort maintains an anti-corruption programme that includes numerous policies, procedures and internal controls aimed at ensuring that no Team Member or anyone acting on behalf of the company violates the anti-corruption laws of Singapore. These policies and related procedures contain specific requirements for the manner in which the organisation handles politically

exposed persons; political and charitable contributions and sponsorships; approvals and authorisations for contributions and expenditures; procurement; contractor relationships; conflicts of interest; and third-party meals, gifts and entertainment, among other elements.

As a general rule, significant expenses that could potentially present anti-corruption risk are reviewed and approved by the Global Chief Compliance Officer of Las Vegas Sands. Marina Bay Sands also has comprehensive policies and procedures in place to ensure that the organisation maintains accurate books and other records, as well as satisfying its reporting obligations.

Each year, Team Members are required to certify their understanding of and compliance with the terms outlined in the Code of Business Conduct & Ethics and its related policies by electronically acknowledging that they have received and reviewed these materials. In addition, Team Members undergo annual compliance training through e-learning modules that cover conflicts of interest, anti-corruption and specific anti-corruption practices related to payments and expenses, third parties, and recordkeeping and reporting.

FINANCIAL CRIMES PREVENTION

Singapore has implemented laws and regulations aimed at the prevention of money laundering and terrorist financing (PMLTF). Among other things, these laws require Marina Bay Sands to report certain transactions and suspicious behaviour to help ensure that the proceeds of illicit activities do not make their way into the financial systems of Singapore. The organisation is committed to maintaining industry-leading PMLTF frameworks that include comprehensive policies and procedures to meet or exceed governmental requirements in five key areas: customer due diligence, transactional controls, employee training, recordkeeping and reporting.

PRIVACY & CYBERSECURITY

Marina Bay Sands is committed to protecting the privacy and personal information of its guests and Team Members. Through policies and standard operating procedures, the organisation implements and maintains appropriate administrative, technical and physical safeguards in alignment with operational directives. The integrated resort assesses, tests and monitors the effectiveness and suitability of its information security programme on a routine basis and evaluates and adjusts it as appropriate based on

material changes in company operations and plans or other circumstances that may have a material impact on the programme's performance.

All Team Members are introduced to Marina Bay Sands' information security and cybersecurity policies and procedures at their company orientation and participate in subsequent annual training covering data loss prevention, mobile device security and the IT Acceptable Use Policy. To assist Team Members in implementing and maintaining the information security programme, the organisation also provides additional documentation such as guidelines, playbooks, training materials, guidance documents and instruction manuals, as well as education and awareness communications.

[More information can be obtained from the Global Privacy Policy here.](#)



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For more information on our global Sands Cares and Sands ECO360 initiatives, please visit:

sands.com/responsibility/planet

marinabaysands.com/sustainability

To download our annual ESG Report, please visit: investor.sands.com

SANDS CARES

SANDS ECO•360

