OUR IMPACT IN 2019

$13.7 BILLION consolidated net revenue

$3.1 BILLION procurement spend

49.6 MILLION KWH of electricity saved

39,494 volunteer hours contributed

115 nongovernmental organizations supported with cash and in-kind donations

ONLY CASINO AND GAMING COMPANY named on the Dow Jones Sustainability Index North America 2019

ONE OF ONLY 10 COMPANIES in North America on the CDP’s “A” List for both Climate Change and Water Security

Named on Forbes’ annual list of GLOBAL 2000 BEST EMPLOYERS FOR 2019

Listed as one of FORTUNE’S MOST ADMIRED COMPANIES IN THE WORLD for the fourth year in a row

Secured RENEWABLE ENERGY CREDITS for 100% of electricity used by the Venetian Resort, Las Vegas.

A MESSAGE FROM OUR CHAIRMAN

Welcome to our inaugural environmental, social and governance (ESG) report, which summarizes our 2019 performance and progress in these deeply important areas. Our corporate responsibility program is structured around three pillars: People, Communities and Planet. Our work in each of these spheres contributes directly to our performance in the environmental and social components of ESG.

Our governance structure supports our unwavering commitment to operating our business ethically and with accountability to all the constituencies that we serve, including our host communities, Team Members, guests, national, state and local governments; regulators; and investors.

I am grateful that our efforts have been recognized by experts in sustainable business practices. We are one of only 10 companies in North America to be named to the CDP “A” list for both Climate Change and Water Security. We are also proud to lead our industry in sustainable business practices and to be the only Integrated Resort company to be named to the Dow Jones Sustainability Index North America in 2019.

The events of the year 2020 provided an opportunity for us to prioritize a number of vitally important ESG issues, including health and safety and Diversity, Equity and Inclusion (DEI). It would be difficult to overstated the impact the COVID-19 pandemic has had on our Team Members and their families, our guests and customers, and the communities in which we operate. Since closing our doors and reopening them in each of our communities, our top priority has remained the health and safety of our Team Members and guests. We appreciate our Team Members’ commitment to a range of new protocols and processes to support health and safety.

We have also acted to support our local communities. Since February 2020, we have provided more than $3 million in direct financial aid to assist those impacted by the pandemic. Our resources were used to procure, transport and deliver more than two million pieces of personal protective equipment (PPE) as well as sanitary care kits, COVID-19 test kits and other essential equipment to frontline workers, first responders, schools and the vulnerable within our communities. Our kitchens also supported food banks with the donation of more than 68,000 pounds of food.

We accelerated our efforts in the area of DEI in 2020. A critical component of our DEI efforts is to encourage and create opportunities for dialogue and to solicit the opinions, sentiments and ideas of our Team Members. Their input and perspective will help us to broaden and strengthen our initiatives. We look forward to updating you on our DEI program in our 2020 report.

As part of our continued commitment to the environment, we made plastics a key focus of our Sands ECO360 strategy in 2019, eliminating or replacing millions of single-use items. In addition, we strengthened our commitment to renewable energy, with The Venetian Resort in Las Vegas securing renewable energy certificates for 100 percent of its electricity, and the addition of a new rooftop solar thermal plant in Macao. Other completed energy efficiency projects are expected to save approximately 50 million kWh of electricity annually.

Progress on social programs during 2019 reflected our ambition to be an employer of choice and included the implementation of a number of training and development programs as well as initiatives to address the physical, emotional, financial and social well-being of our Team Members. Support for small and medium-sized enterprises (SMEs) within our host communities remains at the forefront of our community initiatives. Financial support, training opportunities and our commitment to local procurement are just some of the ways in which local SMEs benefited from our dedicated SME programs last year.

Looking ahead, we are prioritizing many enhancements to our ESG program, including the expansion of our stakeholder engagement process to help identify more in-depth insights that will enable us to make greater contributions to our communities and to provide leadership in sustainability in the future. We will work aggressively on our DEI initiatives. In addition, we will expand our signature social impact programs such as the Sands Cares Accelerator, which helps empower nonprofit organizations in our host communities to effectively address local challenges.

I am proud of our ESG performance in 2019 and profoundly grateful to our passionate Team Members around the globe for the positive impact they have made to both their communities and the protection of our planet. Their unwavering commitment and contributions have been instrumental to everything we have accomplished, including being named one of Fortune’s World’s Most Admired Companies again this year.

We remain deeply committed to providing leadership in ESG and look forward to sharing our progress with you in the years ahead.

Sheldon G. Adelson
Chairman and Chief Executive Officer
Las Vegas Sands Corp.
Sands (LVS) is the world’s leading developer and operator of world-class Integrated Resorts. These resorts feature luxury hotels and spas; retail, dining, gaming and entertainment attractions; state-of-the-art meeting, exhibition and convention facilities; and a variety of business and leisure amenities.

Sands has shaped the worldwide regions where we operate with pioneering, iconic properties serving both the business and leisure tourism markets and contributing significant economic and social benefits to our host communities.

Starting with a single property in 1990, the reach of Las Vegas Sands now extends from North America to Asia, with eight properties in Las Vegas, Macao and Singapore. Our Integrated Resorts have become premier destinations for leisure and business tourism.

At the heart of our company is a vision and a set of values that guide our mission and our nearly 50,000 Team Members.
OUR STRATEGY

PEOPLE

Be the employer of choice leading the hospitality and tourism industry in the regions we serve:

• Ensure a thriving workforce built on integrity and opportunity at each of our properties

• Create an inclusive, integrated and collaborative environment that values diversity

• Drive excellence and opportunity for advancement by investing in our Team Members’ growth

• Support Team Members’ personal, professional and financial well-being

COMMUNITIES

Create iconic destinations that drive high-value leisure and business tourism in the regions we serve:

• Contribute to regional resiliency by addressing social issues and providing disaster relief support

• Create a thriving local hospitality industry by supporting workforce, small and medium-sized enterprises (SMEs) and local business development efforts

• Preserve local culture and identity by investing in local assets that invite and attract tourism

PLANET

Ensure the long-term environmental health of our regions as sustainable tourism destinations:

• Invest in programs that preserve natural resources

• Support education and awareness programs that promote minimizing impact on the environment

GOVERNANCE

Represent steadfast commitment to the highest standards of professional conduct in every way and every place we do business through our Code of Business Conduct and Ethics and Sands Project Protect:

• Respect individuals

• Conduct business ethically and legally

• Protect our company and stakeholders

• Enhance our communities

Las Vegas Sands is dedicated to being a good corporate citizen, committed to our people, our communities and our planet.
Working with both internal and external stakeholders is an important element of our corporate responsibility initiatives, and is accomplished through multiple channels and departments. These include our environmental sustainability, corporate citizenship, human resources, government affairs, procurement and development teams.

Our many day-to-day stakeholder interactions range from volunteerism to the relationships we have with our suppliers, Team Members, neighbors, guests and other organizations. These high-frequency collaborations allow us to address our common sustainability needs and make our program stronger.

In 2019, we strengthened and expanded our approach to obtaining the views of our stakeholders on ESG matters through the implementation of a comprehensive global protocol for stakeholder engagement. This process-focused approach informs how we listen and communicate with people, and use the outcomes of that dialogue to drive improvements in our performance. The company also has a history of actively and transparently engaging with investors.

With the exception of our investor outreach, which is a perpetual, ongoing program, the balance of our stakeholder engagement process alternates annually between internal and external stakeholders. The focus in 2019 was internal while thus far in 2020, we have prioritized engagement with stakeholders outside the company. Last year, our in-depth conversations with Team Members in Macao explored relevant issues in resort operations, while interviews with corporate and Las Vegas property leaders provided feedback on proposed changes to our corporate responsibility platform.

Furthermore, we invest heavily in ESG as we continue to evolve our program and undertake other activities as relevant topics arise, and supplement them with desktop research and peer analysis of material topics.

The stakeholder engagement results represent one input into our materiality assessment process. By leveraging insights and expectations from stakeholders, desktop research and other external sources, such as megatrend analysis and impact assessment, we developed a prioritized list of ESG topics. We collectively define a threshold to determine which topics are considered material. Once the prioritized list of ESG topics is aggregated, we hold a review session with select executives (at both property and corporate levels) to discuss and validate the findings, as well as the preliminary impacts of such findings on the current corporate responsibility program, strategy and reporting process. This materiality assessment process resulted in identifying six key themes for Sands ECO360: energy, water, waste, procurement, food and transportation.

In 2011, we initiated our first five-year environmental reporting cycle. We are nearing completion of our second cycle, which includes 2020 performance targets and the 2015 baseline for our Sands ECO360 strategy. We have retained our actionable five-year timeframe, but our targets sit within a 2030 horizon, aligned with the United Nations (U.N.) Sustainable Development Goals (SDGs).

Our most recent five-year reporting cycle focuses on environmental performance. The strategic planning process for 2021-2025 is already underway, as part of which we are currently reviewing and analyzing how our community efforts align with the SDG framework. We have started tracking our outcomes and impacts beyond our environmental footprint, and these metrics will be further refined through the development of our strategic plan.

For a summary of how our activities support the SDGs, please refer to the SDG Index in the ESG Appendix.

**ESG MATERIALITY**

**ENERGY**
- Double the rate of improvement in energy efficiency
- Substantially increase the share of renewable energy in the global energy mix

**WATER**
- Substantially increase water-use efficiency

**WASTE**
- Substantially reduce waste generation through prevention

**U.N. SDGs ALIGNMENT**

**2020 TARGETS:**
- 6% reduction in GHG emissions from resort operations
- 3% reduction in water use per square foot
- 5% increase in diversion rate

**PROGRESS TO DATE:**
- 12.4% reduction from 2015 baseline
- 3.2% reduction from 2015 baseline
- 4.3% decrease from 2015 baseline
Measuring and reporting our environmental performance has helped drive results, supporting the management of our utility consumption, ensuring the disciplined execution of efficiency projects and compelling us to explore innovative solutions. We are now in the process of broadening our disclosures to incorporate a wider range of social and governance metrics.

**ENVIRONMENT**

### ENERGY AND EMISSIONS

#### CARBON FOOTPRINT (MT CO₂e)

- Scope 1: 4,047,316
- Scope 2: 7,098,346
- Scope 3: 133

#### ENERGY CONSUMPTION (GIGAJOULES)

- Direct energy: 2,089,864
- Indirect energy: 2,016,174

#### WASTE

- Non-diverted materials: 84,841
- Diverted materials: 38,723

#### WATER

- Total water use (million gallons): 30,890
- Non-potable groundwater: 1,950
- Well water: 133
- Nano filtration: 22

**NOTES**

1. Emissions calculated from primary data sources and excluding Scope 3 emissions estimated using secondary data.
2. Water use calculated using the state water rights act.
3. Additional water use includes CNG, town gas and natural gas.

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**SOCIAL**

### PEOPLE

- Average hours per FTE (full-time employee) spent on training and development: 76

### COMMUNITIES

- Food donated globally: 300,000 lbs
- Volunteering hours by Team Members: 50,000
- Donations to local charities: 38,000

### GOVERNANCE

### BOARD

- Independent directors: 10
- Non-independent directors: 10

### ETHICAL CONDUCT

- Share of Team Members completing Code of Conduct training: 99.5%
- Share of Team Members completing anti-corruption training: 99.7%
- Share of Team Members completing counter-human trafficking training: 99.0%
- Total hours of responsible gaming training: 16,862

**NOTES**

1. Responsible Gaming Ambassadors are Team Members that go through additional intensive training. Ambassadors are available on the gaming floor at all times to assist guests.
2. Our worldwide Team Members totaled approximately 50,000 on December 31, 2019. For ESG reporting purposes we exclude individuals managed by third-party hotel operators in Macao and a de minimis number of employees in each of our properties in Japan.
3. Customer satisfaction represents the percentage of satisfied customers compared to the total number of customers responding to the survey.
4. “Standard” includes plastic, aluminum, cardboard, paper, glass and metal.
5. “Organic” includes food waste, food donations, horticultural waste and cooking oil.
6. “Other” includes recovered assets, batteries, e-waste, donations, light bulbs, soap and shampoo amenities.
7. Emissions calculated from primary data and assured by a third party; excludes Scope 3 emissions calculated using a spend-based model.
8. Customer satisfaction represents the percentage of satisfied customers compared to the total number of customers responding to the survey.
DEVELOPMENTS

IMPORTANT 2020

backgrounds of our Team Members, appreciation and respect for the diverse working environment with a deep, inclusive, integrated and collaborative

As a business, we are committed to ensuring an inclusive, integrated and collaborative working environment with a deep appreciation and respect for the diversity of our Team Members, guests and business partners. We believe that a culture that celebrates different perspectives and promotes inclusiveness for all is propelled to success by the strength of the whole, and best inspires our positive impact around the world.

We determined in 2020 to reevaluate and strengthen our DEI efforts in the United States. While our program is structured around values of diversity, equity and inclusion, our aspirational goal remains to help remove systemic barriers and find permanent solutions to causes of inequity.

To improve learning and understanding, we held two Make It Matter town hall sessions in June 2020, to bring our Team Members together in an open discussion on diversity and inclusion in the U.S. today and help determine the way forward. These forums were followed by a comprehensive Team Member sentiment survey and focus groups to ensure we address the issues that are most important to our Team Member community. From these efforts, our DEI Council has established a roadmap to crystalize this feedback into a refreshed and accelerated DEI program. Our plan is to greatly amplify our foundational efforts to ensure we are fully engaged and aligned across our entire company.

We have made physical changes to our properties, such as the installation of thermal imaging and hand sanitizers, and have vastly increased cleaning and disinfecting regimes, heating and tracing and the implementation of social distancing measures in restaurants, bars, gaming and recreation areas.

Our top priority has remained the health, safety and livelihoods of our Team Members, families, the communities in which we operate and our industry as a whole has been considerable.

Our top priority has remained the health, safety and livelihoods of our Team Members, and we are grateful for their flexibility, understanding and adherence to a range of new protocols and processes designed to limit the spread of the virus. These include the use of hand sanitizers and face masks, new cleaning and disinfecting regimes, heating and tracing and the implementation of social distancing measures in restaurants, bars, gaming and recreation areas.

We have made physical changes to our properties, such as the installation of thermal screening points at entrances, and changes to our heating, ventilation and air conditioning (HVAC) systems. The latter included the installation of “hospital grade” filters and the use of more fresh air from outside to prevent the recirculation of virus particles and other pathogens. A third-party assurance organization, Bureau Veritas, is auditing all our safety and hygiene protocols to certify our properties with its SafeGuard™ Hygiene Excellence and Safety label.

Despits the COVID-19-related challenges that the tourism and hospitality industry has faced, we have stood by our Team Members and our communities. The company put Team Members first by forgoing furloughs and layoffs and maintaining steady paychecks and health benefits in times when it mattered most.

Since February 2020, we have also provided approximately $3.2 million in financial aid, donated 68,068 pounds of food to organizations helping vulnerable members of society and offered practical help, donating PPE, COVID-19 test kits and other essential equipment to healthcare workers, first responders, emergency services, schools and vulnerable members of society.

RESPONDING TO COVID-19

The impact the COVID-19 pandemic has had on our business, our Team Members and their families, the communities in which we operate and our industry as a whole has been considerable.

The Drop by Drop Project invests water efficiency savings to support water-related projects in local communities in Las Vegas, Macao and Singapore, with a focus on four key areas:

• Reinvigorating ecosystems by safeguarding and restoring aquatic ecosystems
• Leveraging technologies by promoting early-stage innovation and solutions scaling for water efficiency
• Increasing resiliency by strengthening community response to floods, droughts and other water-related risks
• Engaging the community by boosting awareness of water-dependence issues

Through Drop by Drop, the company doubles down on water efforts to positively impact communities. Our day-to-day water conservation projects result in more sustainable properties, while monetary savings are invested in regional water projects run by local nonprofits.

In late 2019, Sands launched a new collaborative water stewardship initiative in conjunction with long-time partner Clean the World Foundation, a global leader in water, sanitation and hygiene (WASH). The Drop by Drop Project invests water efficiency savings to support water-related projects in local communities in Las Vegas, Macao and Singapore, with a focus on four key areas:

For 2020, the three inaugural Drop by Drop Project participants were:

• University of Saint Joseph, Macao, Institute of Science and Environment, which received $75,000 to explore ways to enhance the water quality of Macao’s coastal waters, using native wetland plants as natural purifiers for water pollution
• Singapore-based social enterprise Susan Clean Seas, which received a $50,000 grant to develop a static, floating system that collects plastic pollution from rivers before it reaches the sea
• Got Outdoors Nevada, which received a $19,000 grant that will help fund a water conservation teacher training program, benefiting more than 120 teachers and thousands of students in the Las Vegas area

This project stems from our commitment to water stewardship, the United Nations Sustainable Development Goals and our long-standing collaboration with Clean the World. We are proud to expand our relationship with the Foundation to focus on new emerging water issues and look forward to positively impacting the communities and environments in these locations.”

Katarina Tesarova,
Senior Vice President of Global Sustainability, Las Vegas Sands
Our responsibility to the planet is as important to us as our commitment to the comfort and well-being of our guests and Team Members. This dedication is exemplified by our award-winning Sands ECO360 Global Sustainability strategy designed to help minimize our environmental impact. It reflects our vision to lead the way in sustainable building development, resort operations and green meetings and events.

Operating a sustainable business means focusing on the topics for which we can have the greatest influence and make meaningful improvement through investment, partnerships and scalable solutions. We developed the Sands ECO360 program around three pillars, identifying areas with a direct environmental impact or opportunity.

GREEN BUILDINGS
Innovative building design and responsible construction practices not only preserve biodiversity and minimize the immediate impacts associated with extraction, transportation and manufacturing of building materials. They also provide the foundation for the conservation of natural resources during ongoing operations.

GREEN RESPONSIBLE OPERATIONS
On average, the operation of a building over its lifetime likely considerably exceeds the initial environmental impacts of construction. Implementing environmentally sound operational practices reduces natural resource consumption, improves air quality and enhances the health and comfort of our guests and Team Members.

GREEN MEETINGS AND EVENTS
Meetings and conventions are integral to the Las Vegas Sands business model. First established in 2011, the Sands ECO360 Green Meetings Program was created to support forward-thinking clients in making their events more sustainable. Since then the program has become our global standard. We have hosted many high-profile sustainable events internationally and earned various world-class awards and certifications, including ISO 20121 for sustainable event management.
We are constantly evolving our strategy to adapt to emerging trends, support new business opportunities and foster environmental stewardship. Our approach focuses on six key themes: energy, transportation, water, waste, food and procurement. We mindfully address each theme within the three pillars of the Sands ECO360 program to ensure our initiatives span the full scale of the company’s operations.

**MANAGEMENT APPROACH**

Energy, water and waste have been cornerstones of the Sands ECO360 program since inception. Embracing the U.N. SDGs, accompanied by bold, science-based targets, is helping us drive carbon reductions globally. By strategically dedicating resources toward energy efficiency, water conservation and responsible consumption, we hope to create the future that we all envision.

**GOVERNANCE**

The responsibility for managing climate-related risks and opportunities sits with our Chief Procurement and Sustainability Officer (CPSO), who reports directly to the Chief Financial Officer, a Board member. The CPSO leads the global sustainability department, which develops and implements the climate strategy, while property sustainability departments execute that strategy and identify future opportunities.

**RISK MANAGEMENT**

To understand and manage climate-related risks and opportunities, our sustainability departments evaluate physical risks such as the impact of temperature fluctuation on electricity use or building infrastructure upgrades to increase the resiliency of our properties to weather events.

**COMMITTED TO RENEWABLE ENERGY**

The Venetian Resort Las Vegas and Sands Expo and Convention Center worked with NV Energy, a local utility company, to secure sufficient renewable energy certificates to cover 100 percent of its electricity use. The arrangement will provide more than 200 million kWh of electricity every year from wind and solar power.

In Singapore, Marina Bay Sands collaborated with service providers to obtain renewable energy credits, offsetting the convention center’s emissions and making the entire meetings, incentives, conferences and exhibitions (MICE) facility carbon neutral. In Macao, our solar thermal hybrid energy plant features 222 solar panels combined with a heat pump system that generates enough hot water for The Sheraton Grand Sky Tower’s swimming pools, spas, kitchens and 2,000 suites. This completely eliminates the need for a natural gas boiler and is expected to avoid 1,140 metric tons CO₂ emissions a year.
**WASTE**

We host thousands of guests and visitors in our resorts each day. By targeting key areas where we can reduce, reuse and recycle, we proactively manage our waste footprint. While food waste remains a complex issue globally, we continue to assess banquets, restaurants and dining halls for food waste minimization opportunities. In addition to food waste, we recycle 33 other waste streams and eliminate unnecessary products to generate less waste.

Despite our efforts, our waste diversion rate decreased by 4.1 percent in 2019 from the 2015 baseline due to ongoing challenges in the global recycling market. We are continuously looking for new opportunities and are exploring innovative regional waste solutions.

Sands China Ltd. hosts the Clean Plate Challenge twice a year to encourage Team Members to reduce food waste and inspire them to live a sustainable and healthy lifestyle. The three-day activity challenges Team Members to take only what they will eat in the dining rooms and return clean plates. The challenge was completed nearly 31,300 times in 2019.

In 2019, we started new programs for waste diversion in Las Vegas. Eggshells and coffee grounds were sent to a local facility to be turned into nutrient-rich compost for gardening and landscaping. The Venetian Resort also launched an initiative with a worldwide auction company to give used furnishings like beds and lamps a second life, which has so far seen around 340,000 pounds of items sent to auction.

**CELEBRATING RECYCLING**

Events such as the Mid-Autumn Festival in Asia are times for celebration and feasting, but can create waste through things like the packaging of the vast numbers of mooncakes consumed. Sands China Ltd. has teamed up with the Macau Environmental Protection Bureau to support its initiatives aimed at reducing this waste by making recycling facilities available for Team Members and resort guests.

Sands China Ltd. is also finding new ways to use leftover food that can no longer be sold or served, by donating it to two local charities – Anima (Society for the Protection of Animals in Macau) and AAPAM (Abandoned Animals Protect Association of Macau). This helps animals in need, as well as preventing food from becoming waste.

**WATER**

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 non-potable water wherever possible, exploring innovative water technologies and developing water conservation procedures.

In Macao, the food and beverage and engineering departments have worked collaboratively to increase water efficiency in our kitchens and stewarding areas. Automatic sensors installed in dishwashing stations show a 56 percent and 30 percent reduction in cold and hot water use, respectively. We have also installed water meters to monitor consumption patterns and make changes to flow control and automation.

Next year, we plan to install a water circulating system in Sands Cotai Central’s Team Member restaurant, where water will be filtered and reused on site.

In 2019, we achieved a 3.2 percent reduction in water use per square foot from the 2015 baseline. Absolute water use increased by 7.5 percent, mainly due to increased business activity, but decreased by 4.6 percent when excluding the newly opened properties that came on board after setting our most recent baseline.

**2,896 MILLION GALLONS**
Total water use

**50.5 GALLONS/SQ. FT.**
Water intensity

**2,432 MILLION GALLONS**
Water discharge

**28,733 SHORT TONS**
Diverted materials

**25%**
Waste diversion rate

In 2019, we started new programs for waste diversion in Las Vegas. Eggshells and coffee grounds were sent to a local facility to be turned into nutrient-rich compost for gardening and landscaping. The Venetian Resort also launched an initiative with a worldwide auction company to give used furnishings like beds and lamps a second life, which has so far seen around 340,000 pounds of items sent to auction.
To further raise awareness about plastic pollution, our sustainability team gave away 3,300 reusable metal straws during the campaign to help Team Members refuse plastic versions.

Reducing Plastic Use

Sands China Ltd. staged a Plastic-Free July campaign to inspire action to reduce plastic use. More than 3,300 Team Members pledged to go plastic free, generating 850 social media posts to raise wider awareness. The sustainability team gave away nearly 28,000 reusable metal straws during the campaign to help Team Members refuse plastic versions.

Serving Up Support for Green Monday

In July 2019, the dining room team at Marina Bay Sands offered a wider variety of vegetarian and plant-based dishes to support Green Monday. The movement educates the public about reducing their carbon footprint and improving their health by giving up meat for one day a week. The sustainability team also hosted cooking demonstrations, educational booths and a talk by David Yeung, founder and CEO of Green Monday.

Procurement

Our procurement teams actively seek to select products that meet our environmental standards. We have developed a plan, established a baseline to track performance, identified priority categories and provided training for our Team Members.

With plastic becoming a growing issue, both regionally and worldwide, we developed our single-use plastic strategy in 2019. More than 27 single-use plastic products were identified throughout our operations by property and corporate teams, and the environmental and business impacts, as well as regulatory risk of each product, were assessed. Every product we use carries a unique environmental footprint. To evaluate alternatives to single-use plastic items, we utilized life cycle assessments. This robust methodology quantifies a product’s impact from conception to disposal by evaluating a range of environmental indicators, from water intensity to recyclability.

Since adding this key issue to the Sands ECO360 strategy in 2018, we have reached some key milestones:

- Sands China Ltd. replaced the annual use of 6.5 million plastic takeaway containers, lunchboxes, utensils and cutlery sets with plant-based alternatives.
- We have eliminated or replaced millions of plastic straws with a sustainable alternative in operations globally.
- More than 3,300 Team Members participated in a global screening of A Plastic Ocean as part of the Plastic-Free July campaign.
- Marina Bay Sands conducted a single-use plastic life cycle assessment with Forum for the Future.
- Plastic laundry items such as collars were eliminated and plastic hangers were replaced with cardboard alternatives.
- To further raise awareness about plastic waste, Marina Bay Sands installed Skyscraper (The Briggs Whale), an 11-meter sculpture made from recycled ocean plastic retrieved from the Pacific Ocean. It stands as a stark visual reminder of the 150 million tons of plastic polluting our waters.

Sustainable Food

From restaurant design and kitchen efficiency to food procurement, menu development and diet education, our food and beverage operations deploy a holistic approach to food, spanning environmentally responsible operations, green buildings and green meetings and events. National Geographic and the Macao Government Tourism Office teamed up to create The Great Green Food Journey: Macao video series, shining the spotlight on local restaurants embracing sustainability. Two Sands China Ltd. chefs – Alex Gaspar, executive chef at Sands Cotai Central and Justin Paul, senior chef of The Golden Peacock at The Venetian Macao – showcased their approach to innovative green dishes.

In 2019, Marina Bay Sands launched Impossible 2.0, a plant-based food product that looks, tastes and feels like meat, at three of its celebrity chef restaurants. Impossible 2.0 contains no gluten, cholesterol, animal hormones or antibiotics; is kosher and halal certified, and features as much iron and protein as 80/20 ground beef. According to California-based Impossible Foods, the product requires a small fraction of land, water and energy compared to livestock, which is responsible for 15 percent of global GHG emissions and consumes 25 percent of the world’s fresh water. In June, Spago at Marina Bay Sands unveiled a new herb garden, which is used by the restaurant’s kitchen and bar. Containing a mix of Mediterranean and Asian herbs, including Okinawan spinach and varieties of mint, basil and wild pepper, the garden uses organic and natural growing practices, such as using coconut fiber on top of the soil to prevent weed growth and water loss.

From restaurant design and kitchen efficiency to food procurement, menu development and diet education, our food and beverage operations deploy a holistic approach to food, spanning environmentally responsible operations, green buildings and green meetings and events.
As the world’s leading Integrated Resort company, Sands has shaped the worldwide regions where we operate with pioneering, iconic properties serving both the business and leisure tourism markets. Our resorts contribute significant economic and social benefits while also creating best-in-class experiences for our guests, Team Members, partners and the communities we serve.

We are committed to being a responsible corporate citizen, demonstrated through our efforts in making our regions a better place to live and work. We are not just world-class developers, we are developers of positive impact. We aspire to be a valuable collaborator with the Team Members we employ, the guests we serve, the businesses we work with and the communities where we operate.

Our Team Members are at the heart of the exceptional service we provide to our guests and the responsible work we do in each of our communities. That’s why we are dedicated to delivering an outstanding work environment based on a strong code of conduct and ethics that guides our people at every level of the company.

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COMMUNITIES
Our corporate headquarters and the regions where we have properties aren’t just places of business. They are the places we call home, and Sands is committed to making each one of our homes a great place to live.
We believe the rewarding work environment and corporate culture we have established have helped to make Sands a world hospitality leader and outstanding corporate citizen. What begins inside our halls carries through our business to our guests and in our dealings with our partners.

We aim to inspire Team Members to deliver memorable experiences at our Integrated Resorts and promote positive impact in our communities. Ensuring a productive and fulfilling experience for our Team Members is the bedrock of our corporate culture. A variety of programs help Team Members to enjoy a safe and inclusive work environment, explore opportunities for professional growth and perform to the best of their abilities.

To drive excellence in leading our people, we address the primary needs and opportunities that enable our Team Members to thrive. We are focused on:

**PROFESSIONAL GROWTH**

Aiming to be the employer of choice, we provide innovative learning solutions through Sands Academy, our global training and development platform. Courses, learning tools, coaching opportunities and one-on-one consulting help Team Members to fulfill their potential and make our business more effective.

In 2019, we formalized the Sands Academy’s global charter to advance a worldwide standard for how we create and accomplish common training goals. This framework enables us to embed development programs that drive competencies and develop leaders with the skills needed to match our mission and values. A set of key performance indicators ensures we meet our goals and, ultimately, help our people succeed.

**WELLNESS**

In Las Vegas, the myWellness Connection program provides information on topics including nutrition, disease management, stress reduction and injury prevention. Through the free, confidential program, Team Members can work with an on-site health and wellness educator to develop a personalized wellness plan.

Team Members also have access to Condition Care Management, which provides access to a registered nurse trained to support their care plans. In 2019, more than 2,000 Team Members attended a myWellness Connection event and more than 1,400 met with a wellness educator.

**DIVERSITY, EQUITY AND INCLUSION**

We are focused on:

- Promoting, protecting, and recruiting a diverse group of people that respects the diverse backgrounds of all experiences, ages, cultural and racial backgrounds, sexual orientations, genders and gender identities, physical abilities and attributes, national origins and religious beliefs.

- Ensuring a productive and fulfilling work environment for our Team Members and guests through programs that promote diversity. We believe that celebrating diverse perspectives and promoting inclusiveness inspires positive impacts.

**PERSONAL AND FINANCIAL WELL-BEING**

- Provide benefits and programs that promote physical, mental, social and financial health so Team Members can be their best and achieve their goals.

**SAFE AND INCLUSIVE WORK ENVIRONMENT**

- Promote respect and develop a work environment that fosters collaboration and helps Team Members to excel.

**MYWELLNESS**

In Las Vegas, the myWellness Connection program provides information on topics including nutrition, disease management, stress reduction and injury prevention.

Through the free, confidential program, Team Members can work with an on-site health and wellness educator to develop a personalized wellness plan. Team Members also have access to Condition Care Management, which provides access to a registered nurse trained to support their care plans. In 2019, more than 2,000 Team Members attended a myWellness Connection event and more than 1,400 met with a wellness educator.

**FINANCIAL WELL-BEING**

Through Sands Academy, and in collaboration with Bank of America, Las Vegas Team Members can attend free workshops led by banking and investment professionals. These sessions cover basic financial management, planning for the future and preparing for retirement. All our properties also offer regular banking roadshows to assist with financial issues such as setting up a bank account.

**SOCIAL BELONGING**

All of our properties host events to foster social connections and good relationships. Lifestyle workshops in Singapore introduce participants to new hobbies and connect them with others who share their interests, while the Amazing Summer 2019 program in Macao featured sessions designed for parents to interact with their children, including parent-child yoga classes.

**PROFESSIONAL GROWTH**

Aiming to be the employer of choice, we provide innovative learning solutions through Sands Academy, our global training and development platform. Courses, learning tools, coaching opportunities and one-on-one consulting help Team Members to fulfill their potential and make our business more effective.

In 2019, we formalized the Sands Academy’s global charter to advance a worldwide standard for how we create and accomplish common training goals. This framework enables us to embed development programs that drive competencies and develop leaders with the skills needed to match our mission and values. A set of key performance indicators ensures we meet our goals and, ultimately, help our people succeed.

**WELLNESS**

In addition to providing Team Members with excellent healthcare options, Sands offers a variety of programs, events and tools to promote overall wellness. Some of our properties provide 24/7 fitness center access and free, instructor-led classes. Free eye exams and annual physical checkups are offered in Macao and, in 2019, Las Vegas and Singapore offered free on-site health screenings.

In Singapore, the Marina Bay Sands Sports Club was created to engage Team Members in activities to improve their health and help them discover new hobbies. It offers a range of organized sports, including bowling, cycling and basketball.

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**DIVERSITY, EQUITY AND INCLUSION**

Our dedication to creating a diverse and inclusive culture spans the recruitment, training and development of individuals of all experiences, ages, cultural and racial backgrounds, sexual orientations, genders and gender identities, physical abilities and attributes, national origins and religious beliefs.

We are committed to ensuring an integrated and collaborative working environment that respects the diverse backgrounds of our Team Members, guests and business partners. We believe that celebrating diverse perspectives and promoting inclusiveness inspires positive impacts.

Through well-established policies, procedures, hiring practices and support systems, we promote and integrate inclusion into our company. We actively seek to provide accommodations in working conditions for Team Members with disabilities.

The company also provides financial support to community organizations and initiatives that promote diversity. We supported the 2019 Women’s Leadership Conference in Las Vegas and hosted an on-site leadership event for the Center, a Las Vegas nonprofit organization that advocates for the LGBTQ community.

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COMMUNITIES

IMPORTANT ISSUES

Beyond being a major economic contributor that creates tourism, jobs and tax revenue in the regions we serve, we are a committed partner in promoting the region’s health as a desirable tourism destination. We strive to improve quality of life and the community’s ability to respond to challenges through the following initiatives:

SHELTER, FOOD AND SERVICES

We help meet the needs of disadvantaged populations with support of organizations, causes and programs that provide essential human necessities and address social service issues.

EDUCATION AND EMPLOYMENT

We support organizations and institutions to improve access to quality education programs, meaningful employment and professional development through training, mentorship and programs.

RESILIENCY AND DISASTER RELIEF

We are a significant contributor and community benefactor when disasters strike; we also help our communities prepare to deal with disasters before, during and after they occur. Through our partnership with the American Red Cross, we support disaster relief and preparedness efforts in the United States and around the world. Our commitment as a Red Cross Annual Disaster Giving Program partner helps the organization’s volunteers and staff respond swiftly. Sands has also hosted blood drives to benefit the organization.

SANDS CARES

Our global community engagement and charitable giving program, Sands Cares, integrates our community support to address our most pressing issues through financial donations, in-kind giving and volunteerism.

SHELTER, FOOD AND SERVICES

In 2019, we supported more than 100 community organizations and contributed thousands of volunteer hours around the world to help local organizations provide resources to underserved populations.

Our corporate headquarters is located in Las Vegas, which ranks among the top U.S. cities for homelessness and youth homelessness, and we are committed to addressing the issue both locally and nationally. Along with founding the Movement to End Youth Homelessness in Southern Nevada with our partner Nevada Partnership for Homeless Youth (NPHY), we have established critical response programs and support awareness and advocacy programs.

In 2019, our properties donated more than 75 tons of food and made financial contributions to local organizations around the world:

- In Las Vegas, The Venetian Resort provided 174,000 pounds of food to relief organizations, and supported the annual Bag Childhood Hunger drive for Three Square Food Bank – an annual event to fund meals for school-aged children during the summer
- Marina Bay Sands donated more than 18,000 pounds of food to the local food bank and Food from the Heart, an organization working to alleviate hunger among vulnerable populations
- Sands China Ltd. donated nearly 8,000 pounds of food and made its seventh annual trip to Macau Holy House of Mercy’s Welfare Shop, where volunteers distributed hundreds of meals to disadvantaged families for Chinese New Year

RESILIENCY AND DISASTER RELIEF

Sands Cares works to help our communities prepare to deal with disasters before, during and after they occur. Through our partnership with the American Red Cross, we support disaster relief and preparedness efforts in the United States and around the world. Our commitment as a Red Cross Annual Disaster Giving Program partner helps the organization’s volunteers and staff respond swiftly. Sands has also hosted blood drives to benefit the organization.

DISASTER RESPONSE KITS FOR CLEAN THE WORLD

Through our annual disaster kit builds for Clean the World Foundation, we take a more hands-on approach with our Team Members getting directly involved. Each region’s event is tailored to the needs of local communities. For example, the U.S. kit build included a blood drive that provided 200 units of blood to the American Red Cross. Through events around the world in 2019, volunteers sorted and packed 100,000 hygiene kits containing soap, toothbrushes, toothpaste and other essential items.

Sands Cares Ambassadors in Macao also assembled 500 emergency typhoon response kits, as part of the community’s precautionary measures ahead of typhoon season.
EDUCATION AND EMPLOYMENT

As part of our dedication to making our communities better places to live and work, we focus on programs that support a strong educational foundation and promote employment opportunities for underserved populations.

ASSISTING PEOPLE WITH SPECIAL NEEDS
To help people with special needs attain employment, we have maintained a long-term relationship with Opportunity Village, a nonprofit in Las Vegas. The Venetian Resort Las Vegas annually supports the nonprofit’s Great Santa Run, which brings together volunteers and supporters from all over the city in a run/walk fundraising event to assist around 4,000 local families. At the 2019 event, Sands Cares fielded a team of more than 2,000 participants, provided more than 4,000 volunteer hours and contributed financial support. In addition, Marina Bay Sands participates in The Purple Parade in Singapore to support and celebrate the abilities of people with special needs. Since 2016, the resort has been involved in events to support the movement and has lit resort and ArtScience Museum marquees and exteriors in purple. In 2019, more than 100 Team Members marched together with beneficiaries from Cerebral Palsy Alliance Singapore (CPAS).

YOUTH CAREER PROGRAMS
The Venetian Resort Las Vegas partners with Nevada Partnership for Homeless Youth (NPHY) on the Young Achievers Externship Program, a one-year paid internship for NPHY clients. The internship includes mentoring, training and development, along with the opportunity to continue employment after the internship concludes. Marina Bay Sands organizes the annual Sands for Singapore Career Kickstarter program, aiming to inspire today’s youth to overcome their perceived limitations and explore the different career options at an Integrated Resort. In 2019, the resort hosted more than 60 young people for a day of workshops, educational tours and dialogue sessions with teams from marketing and hotel operations.

LOCAL TALENT DEVELOPMENT
Sands China Ltd. launched the 2019 Master Chef Culinary Exchange Series to facilitate the development of local talent and to cement Macao’s position as a UNESCO Creative City of Gastronomy. The food and beverage practitioners were invited to participate in cross-regional and cross-cultural cooking experience exchange to improve their skills. More than 60 local students participated in the culinary masterclasses.

OPENING OPPORTUNITIES FOR SMEs
Sands China Ltd. launched The Sands Procurement Academy that aims to develop local small and medium-sized enterprises (SMEs) suppliers by sharing business knowledge and skills, helping them gain experience and capacity for working with large-scale international customers like Sands China Ltd. The academy offers tailor-made practical training modules to local SMEs, presenting them with a certificate upon graduating from the academy. In 2019, we held the fifth and sixth Sands Procurement Academy sessions with 60 SMEs enrolled of which 57 successfully graduated.

To celebrate the 20th anniversary of the founding of the Macao Special Administrative Region, the Sands Dream Explorer program enabled 20 local underprivileged families to experience 20 activities as part of the company’s efforts to promote social integration.

Marina Bay Sands once again hosted the annual Sands for Singapore Charity Festival, a week-long community initiative featuring 15 outreach activities that raise awareness and critical funds for nonprofit organizations. In 2019, more than 2,300 Team Members donated approximately 5,000 volunteer hours, with events raising more than $2.8 million for local charities.

During a two-day trip to Sands China Ltd.’s Integrated Resorts, experiences included accommodation and meals at The Venetian Macao, visits to The Parisian Macao’s Eiffel Tower observation decks and access to Qube Kids Zone.
Corporate responsibility is deeply rooted in our culture and values. It represents our commitment to the planet, local communities and the people that visit, support or work at our resorts. We understand that to be a responsible operator, we must develop specific initiatives in areas most relevant to the nature of our business. Holding high standards of transparency and accountability, guided by a strong corporate governance system, ensures our guests not only have positive, engaging and productive experiences but they are safe and secure while visiting our resorts.
**CORPORATE GOVERNANCE**

Holding high standards of transparency and accountability guided by a strong corporate governance system ensures business success, maintains the confidence of our stakeholders and results in purposeful decision-making. Corporate governance is the collective responsibility of the Board. The directors of the company believe a good governance structure is key to creating proper management of the company in the interests of all stakeholders.

**BOARD OF DIRECTORS**

Our Board of Directors is composed of 11 directors, the majority of which are independent. Our directors bring a variety of experiences and core competencies we believe are important to overseeing the strategic execution and risk management of our company. Our Board has four standing committees: the Audit Committee, Compensation Committee, Nominating and Governance Committee, and Compliance Committee. Each of the standing committees operates under a written charter approved by the Board.

**BOARD COMPOSITION**

In addition to the specific professional experience of our directors, we select our directors because they are highly accomplished in their respective fields, insightful and inquisitive. In addition, we believe each of our directors possesses sound business judgment and is highly ethical. We consider a wide range of factors in determining the composition of our Board, including professional experience, skills, education, diversity, training and background. Our Board of Directors’ Corporate Governance Guidelines have been updated to note that the company values the benefits that diversity can bring to its Board.

**ESG GOVERNANCE**

The Board has an Audit Committee, a Nominating and Governance Committee, a Compensation Committee and a Compliance Committee composed entirely of independent directors.

**RISK OVERSIGHT**

The Board of Directors, directly and through its committees, is actively involved in the oversight of the company’s risk management policies. The Audit Committee is charged with overseeing enterprise risk management, and with reviewing and discussing with management the company’s major operational, strategic and financial risk exposures and the steps management has taken to monitor, control and manage these exposures. These include the company’s risk assessment and risk management guidelines and policies.

**DIRECTOR INDEPENDENCE**

- 88% (6) Independent directors
- 12% (5) Non-independent directors

**DIRECTOR TENURE**

- 0-4 years: 3
- 5-9 years: 5
- 10-15 years: 3
- 7 years: Average director tenure

**AGE DISTRIBUTION**

- 40s: 1
- 50s: 1
- 60s: 3
- 70s: 2
- 80s: 4
- 71 years: Average age

**BOARD COMMITTEES**

- All committees are composed entirely of independent directors.
ETHICAL CONDUCT

HUMAN RIGHTS
We are focused on operating our business and developing our Team Member culture without regard to race, color, religion, language, pregnancy, ancestry, age, gender, national origin, sexual orientation, gender identity, gender expression, mental or physical disability, genetic information or marital or veteran status. A range of widely accepted standards of fair treatment, including those set out in the Universal Declaration of Human Rights (UDHR) and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, prohibit child labor and forced labor, support freedom of association and collective bargaining, and protect workers from all forms of discrimination.

We commit to going beyond respecting human rights and seek to prevent or mitigate adverse human rights impacts in our operations. We do this by conducting proactively due diligence and complying with the United Nations Guiding Principles on Business and Human Rights (UNGP). Where we are directly linked to the lives of individuals, we seek to influence the human rights actions of our relationships, we will seek ways to positively impact their lives and meet our responsibilities. We abide by all national laws and international human rights and labor laws and ethical standards.

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TRANSPARENCY AND ANTI-CORRUPTION

CODE OF CONDUCT
At Sands, we believe in providing unmatched guest service. This concept is integral to everything we do, from how we design our hotels to the extra effort our Team Members provide to a guest in need. But as importantly, we always strive to act with integrity, meeting our legal and ethical duties. This means carrying out our mission in line with our Code of Business Conduct and Ethics.

To provide our guests with the very best experience, we keep four principles of ethical conduct in mind at all times:

1. **Respect individuals**
   - Respect individuals in all their diversity, including age, gender, race, religion, sexual orientation, etc.
2. **We act ethically and responsibly**
   - We act ethically and responsibly in all our business dealings.
3. **We protect the company and our stakeholders**
   - We protect the company and our stakeholders.
4. **We enhance our communities**
   - We enhance our communities.

To ensure our Code of Conduct is respected, we conduct regular training and awareness programs for all Team Members.

COMMUNITY SAFEGUARD

SANDS PROJECT PROTECT
We are committed to creating and investing in industry-leading policies and procedures that not only meet but exceed regulations and the expectations of our guests. Team Members, suppliers, vendors and communities, as well as safeguard them on a range of critical social issues.

Through Sands Project Protect, we have established an industry-leading community safeguard program to promote responsible gaming, prevent financial crimes and establish counter-human trafficking methods and awareness. These policies and procedures are designed to lead positive change and provide lasting solutions for the communities in which we operate.

• **Training:** Team Members across all regions have undergone comprehensive training on recognizing and responding to the signs of potential problem gambling issues, procedures for preventing financial crimes and appropriate responses if they suspect human trafficking at one of our properties.
• **Counter-Human Trafficking Policies:** We have continued our legislative advocacy efforts and are currently conducting a global gap analysis to combat forced labor and sexual exploitation that will enhance our industry-leading best practices. In 2019, our counter human trafficking policies were updated and shared with Team Members, and we continued to raise awareness of the issue.
• **Responsible Gaming:** We are firmly committed to encouraging responsible gaming practices and providing resources for people experiencing a gambling-related problem. We support standard industry protocols such as prominent posting of a problem gambling helpline throughout our properties and careful restriction of gaming-related marketing and advertising materials to age-appropriate venues.

RESPONSIBLE GAMING AMBASSADOR PROGRAM
Going beyond industry standards in our dedication to promoting responsible gaming, we provide all Team Members with annual training on responsible gaming, and our industry-leading initiatives include the Responsible Gaming Ambassador program. All Team Members learn to recognize the potential signs of a gambling-related problem and bring such concerns to a Responsible Gaming Ambassador. Ambassadors go through intensive training led by university and gaming industry experts. They learn the science of problem gambling and engage in real-life role-play scenarios to learn to effectively interact with guests. They also learn to listen for certain statements, and become experts at holding discreet conversations and providing helpful resources.

In the course of business, we collect and use information to provide world-class products, services and experiences. Guests and Team Member’s trust us to protect this information, and we are committed to doing so. We maintain administrative, technical and physical safeguards designed to protect the personal information against accidental, unlawful or unauthorized destruction, loss, alteration, access, disclosure or use.

As an operator in multiple regions, we are required to maintain compliance with local and international laws and regulations such as the California Consumer Privacy Act of 2018, Macao Personal Data Protection Act and the European General Data Protection Regulation. Details can be found online in our Privacy Policy on our websites.

We have implemented policies, procedures and training for our Team Members, who are required to take reasonable measures to prevent unauthorized access of personal information. The ultimate management responsibility for information security and governance lies with our Chief Information Security Officer.
HEALTH AND SAFETY

The safety of our guests and Team Members is paramount for Sands and has never been more important than during the COVID-19 pandemic.

Our health and safety departments make sure that all facilities are maintained to a high standard and that Team Members are prepared to act in emergencies. We follow all applicable laws and safety protocols covering public health and environmental laws. We have recently been accredited an ISO 45001:2018 Occupational Health & Safety Management System certification for a portion of our operations in Macao. This system guides us to prevent injuries and diseases through measures such as eliminating hazards and minimizing risks. The certification currently covers our facilities department and will be followed by food and beverage, housekeeping, procurement and supply chain, and security departments.

RESPONSIBLE SOURCING

In line with the Macao government’s initiative to “buy local,” Sands China Ltd. launched its Local Supplier Support Programme, which was the first program of its kind in Macao in 2015. Later in 2017, Sands China Ltd. launched F.I.T. initiative for local small and medium-sized enterprises (SMEs). The F.I.T. program focuses on financial support, invitational matching and training and development targeting both existing and new local suppliers. Sands China Ltd. seeks to increase its spend with three types of suppliers: local small, medium and micro suppliers, “Made in Macao” companies and Macao young entrepreneurs. SMEs are also invited to hold roadshows in our back-of-house areas, extending more opportunities to them.

We also aim to minimize any potential harm to the environment and local communities with the help of our suppliers. Our Supplier Code of Conduct requires suppliers to follow all laws and regulations applicable to their jurisdiction while maintaining our standards of human rights, labor, health and safety, environment, ethics and compliance, and monitoring and evaluation.

Sands’ 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 a harmful effect on human health or the environment, while benefiting communities. Sustainable procurement is an integral part of the Sands ECO360 Global Sustainability program. Beyond minimizing potential negative impacts, we strive to positively impact the communities where we do business.
Las Vegas Sands (Sands) is the world’s pre-eminent developer and operator of world-class Integrated Resorts that feature luxury hotels; gaming, retail, entertainment, convention and exhibition facilities; celebrity chef restaurants; and many other amenities. Starting with a single property in 1990, the reach of Sands now extends worldwide, from Las Vegas to Macao and Singapore. Our Integrated Resorts have become premier destinations for leisure and business tourism around the world.
The data included in this report and appendix is 2019 data unless otherwise stated. It covers all Sands operations unless otherwise stated.

The data in this report and appendix was collected by Sands Team Members. We believe this information fairly represents our global ESG performance and efforts.

GHG emissions, energy, water and waste data has been assured in accordance with ISO 14064-3: 2006 standard by Lloyd’s Register Quality Assurance, Inc.

The company provides certain non-GAAP environmental and social measures in this ESG report and appendix that are not in accordance with, or alternatives for, generally accepted accounting principles (GAAP) in the United States of America.

FORWARD-LOOKING STATEMENTS

This report contains certain forward-looking statements made pursuant to the Safe Harbor Provisions of the Private Securities Litigation Reform Act of 1995. Forward-looking statements involve a number of risks, uncertainties or other factors beyond the company’s control. Examples of these factors include,

but are not limited to, the company’s expectations regarding environmental, social and governance (ESG) initiatives and the company’s ability to achieve its ESG goals. Factors that include the extent, duration and effects of the COVID-19 pandemic and the range of further risks and uncertainties outlined in the company’s most recent Form 10-K and Forms 10-Q may cause material differences in actual results, performance or other expectations.

This report uses certain terms, including those that the GRI Guidelines, TCFD framework or SASB Index refer to as “material” topics, to reflect the issues of greatest importance to regions and our 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 securities law or as used in the context of financial statements and reporting.

We have not sought external assurance of all data in this report. Some of the data provided is estimated, as noted.

Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date thereof. Sands assumes no obligation to update such information.

REPORTING FRAMEWORKS

GRI
This environmental, social and governance (ESG) report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. We have reported against self-selected indicators based on material topics. The data in this report covers our performance for the calendar year 2019. Lloyd’s Register Quality Assurance, Inc. was engaged by Sands to provide assurance of the greenhouse gas (GHG) emissions, energy, water and waste data included in this report.

SASB
The Sustainability Accounting Standards Board (SASB) Index has been prepared in accordance with the SASB Casino & Gaming and Hotels & Lodging Sustainability Accounting Standards version 2018-10 based on categorization of our predominant business pursuant to SASB’s Sustainable Industry Classification System®.

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 in our 2019 CDP submission.
Energy, water and waste have been cornerstones of the Sands ECO360 program since its inception. Embracing the United Nations (U.N.) Sustainable Development Goals (SDGs), accompanied by bold, science-based targets, is helping us drive carbon reductions globally. By strategically dedicating resources toward energy efficiency, water conservation and responsible consumption, we hope to create a sustainable future for our planet.

The responsibility for managing climate-related risks and opportunities sits with our Chief Procurement and Sustainability Officer (CPSO), who reports directly to the Chief Financial Officer, a Board member. The CPSO leads the global sustainability department, which develops and implements the climate strategy, while property sustainability departments execute that strategy and identify future opportunities.

Energy has been identified as one of six key themes through stakeholder engagement and our materiality assessment. When we refreshed our sustainability strategy and established new environmental targets for 2016–2020, we leveraged strong, recognized methodologies. We assessed international sustainability frameworks and aligned our GHG emissions reduction goals with the Science Based Targets initiative (SBTi). Guided by SDG 7, Affordable and Clean Energy, we focus on energy efficiency (target 7.3) and renewable energy (target 7.10).

We anchored our climate strategy to recommendations from the TCFD to provide consistent and clear information for interested decision-makers. More detail about our approach is included in our CDP submission. Additional information can be found in the GRI Index.

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Our carbon footprint is based largely on the electricity we use to operate our resorts, and the emissions associated with transportation. Almost 85 percent of the water we use is returned to local water systems for reuse, which is especially important in arid locations such as Las Vegas. We have fairly stable levels of operational waste generation and recycling, while construction waste depends on renovation activity.

### ENVIRONMENT

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### ENERGY AND EMISSIONS

#### CARBON FOOTPRINT (MT CO₂e)
- Direct energy: 3,209,863
- Indirect energy: 3,887,784

#### ENERGY CONSUMPTION (GIGAJOULES)
- Direct energy: 3,209,863
- Indirect energy: 3,887,784

#### WATER WASTE

#### TOTAL WATER USE (MILLION GALLONS)
- Non-potable groundwater: 156
- Well water: 133
- Nano-filtration: 23
- Other water: 23
- Rainwater: 0.1
- Condensate capture: 6
- NEWater: 17

#### WASTE

#### DIVERTED MATERIALS (SHORT TONS)
- Non-diverted: 84,941
- Diverted materials:
  - Landfilled: 28,370
  - Incinerated: 56,571
  - Construction: 6,310
  - Standard: 8,821
  - Organic: 7,729
  - Other: 6,310

#### NOTES
- Emissions calculated from primary data and assured by a third party; excludes Scope 3 emissions calculated using spend-based model.
- Fuel includes gasoline, diesel, LPG, natural gas, and liquefied natural gas.
- Municipal water includes potable water and non-potable water.
- Non-potable includes industrial, commercial, and agricultural water.
- Indirect energy includes natural gas, natural gas liquids, and coke.
- Indirect includes industrial, commercial, and agricultural water.
- Municipal water includes potable and non-potable water.
- Non-diverted includes construction, demolition, and landfilled materials.
GHG EMISSIONS AND ENERGY

We reduced absolute Scope 1 and Scope 2 market-based emissions by 12.4 percent and 11.4 percent from the 2015 baseline for resort and ferry operations, respectively. Energy efficiency projects, more sustainable grid systems and sourcing of renewable energy certificates contributed to the decrease in emissions.

We achieved a 3.2 percent reduction in water use per square foot from the 2015 baseline. Absolute water use increased 7.5 percent, mainly due to new property openings, activation of additional spaces and business growth, but decreased by 4.6 percent when excluding the newly opened properties.

Our waste diversion rate decreased by 4.1 percent from the 2015 baseline due to ongoing challenges in the global recycling market. We are continuously looking for opportunities to reduce, reuse and recycle, and are exploring innovative regional solutions.

From a biodiversity and ecosystem standpoint, none of our properties are located near areas of protected conservation status or endangered species habitat as defined by the SASB standards.

Our Las Vegas resorts are in an area with no or minimal flood risk, according to the Federal Emergency Management Agency (FEMA) Flood Insurance Rate Map.

Sands China Ltd. properties are located in high-risk areas for coastal flood risk and riverine flood risk according to WRI’s Water Risk Atlas tool and a high-risk area for estimated flood occurrence according to WWF’s Water Risk Filter.

Marina Bay Sands is located in a low- to medium-risk area for coastal flood risk and riverine flood risk according to WRI’s Water Risk Atlas tool and a high-risk area for estimated flood occurrence according to WWF’s Water Risk Filter.

<table>
<thead>
<tr>
<th>GHG EMISSIONS SUMMARY</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>FRAMEWORK</th>
</tr>
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<tbody>
<tr>
<td>SCOPE 1 (MT CO₂e)</td>
<td>239,279</td>
<td>249,343</td>
<td>244,607</td>
<td>252,510</td>
<td>214,263</td>
<td>GRI 305-1, CDP C6.1, WEF Planet Climate Change (CMD)</td>
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<td>SCOPE 2 LOCATION-BASED (MT CO₂e)</td>
<td>774,735</td>
<td>783,383</td>
<td>820,729</td>
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<td>665,936</td>
<td>GRI 305-2, CDP C6.2, C6.3, WEF Planet Climate Change (CMD)</td>
</tr>
<tr>
<td>SCOPE 2 MARKET-BASED (MT CO₂e)</td>
<td>774,735</td>
<td>783,383</td>
<td>751,765</td>
<td>688,185</td>
<td>675,985</td>
<td>GRI 305-2, CDP C6.2, C6.3, WEF Planet Climate Change (CMD)</td>
</tr>
<tr>
<td>SCOPE 3 (MT CO₂e)</td>
<td>104,077</td>
<td>104,077</td>
<td>104,077</td>
<td>104,077</td>
<td>104,077</td>
<td>GRI 305-3, CDP C6.5, WEF Planet Climate Change (CMD)</td>
</tr>
<tr>
<td>SCOPE 3 (MT CO₂e)</td>
<td>775</td>
<td>775</td>
<td>775</td>
<td>775</td>
<td>775</td>
<td>GRI 305-3, CDP C6.5, WEF Planet Climate Change (CMD)</td>
</tr>
<tr>
<td>GHG INTENSITY (MT CO₂e/REVENUE $)</td>
<td>0.000066</td>
<td>0.000066</td>
<td>0.000066</td>
<td>0.000066</td>
<td>0.000066</td>
<td>GRI 305-4, CDP C6.10</td>
</tr>
</tbody>
</table>

APPENDED SCIENCE BASED TARGETS INITIATIVE (SBT i) TARGET

Yes Yes Yes Yes CDP C4.1, WEF Planet Climate Change (EMD)

ENERGY USE

<table>
<thead>
<tr>
<th>ENERGY SUMMARY</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>FRAMEWORK</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENERGY CONSUMPTION (GJ)</td>
<td>7,355,735</td>
<td>7,427,011</td>
<td>7,432,278</td>
<td>7,098,146</td>
<td>7,098,146</td>
<td>GRI 302-1, SASB SV-CA-130a.1, CDP C8</td>
</tr>
<tr>
<td>GRID ELECTRICITY (% OF TOTAL ENERGY)</td>
<td>49%</td>
<td>50%</td>
<td>49%</td>
<td>51%</td>
<td>51%</td>
<td>SASB SV-CA-130a.1</td>
</tr>
<tr>
<td>ENERGY INTENSITY (GJ/CONDITIONED SQ. FT.)</td>
<td>0.15</td>
<td>GRI 302-3</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>RENEWABLE ENERGY (% OF INDIRECT ENERGY)</td>
<td>0.3%</td>
<td>0.1%</td>
<td>0.3%</td>
<td>0.3%</td>
<td>0.3%</td>
<td>SASB SV-CA-130b.1, CDP C8</td>
</tr>
</tbody>
</table>

BIOENERGY AND ECONOMIES

<table>
<thead>
<tr>
<th>ECOSYSTEM PROTECTION AND CLIMATE ADAPTATION</th>
<th>2019</th>
<th>FRAMEWORK</th>
</tr>
</thead>
<tbody>
<tr>
<td>NUMBER OF LODGING FACILITIES IN OR NEAR AREAS OF PROTECTED CONSERVATION STATUS OR ENDANGERED SPECIES HABITAT</td>
<td>0</td>
<td>GRI 3044, SASB SV-HL160a.1</td>
</tr>
</tbody>
</table>

WASTE

Our waste diversion rate decreased by 4.1 percent from the 2015 baseline due to ongoing challenges in the global recycling market. We are continuously looking for opportunities to reduce, reuse and recycle, and are exploring innovative regional solutions.

<table>
<thead>
<tr>
<th>WASTE DISPOSED SUMMARY</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>FRAMEWORK</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTAL WASTE DISPOSED (MT)</td>
<td>70,866</td>
<td>67,801</td>
<td>74,244</td>
<td>79,820</td>
<td>103,123</td>
<td>GRI 306-3</td>
</tr>
<tr>
<td>TOTAL DIVERSION RATE</td>
<td>30%</td>
<td>35%</td>
<td>31%</td>
<td>32%</td>
<td>31%</td>
<td>GRI 306-4</td>
</tr>
</tbody>
</table>
We are disclosing some social and community-related metrics for the first time in our 2019 ESG Report. While we have tracked many of them internally for several years, they may be of value and interest to our external stakeholders as well. We will address public commitments and goals in our upcoming 2021–2025 reporting cycle.

Metrics related to our People pillar include diversity, equity and inclusion demographic breakdowns, employment type, training and development and labor practices. Certain diversity data is limited to our U.S. operations. Additional qualitative information is included in the GRI Index.

**BENEFITS**

**HEALTHCARE**

The company provides a range of best-in-class benefits. These include: medical/Rx, dental, vision, short-term disability, life and AD&D insurance options at no premium cost; group healthcare insurance; and support for both physical and mental health, such as a free Employee Assistance Program for Team Members and their household in Sands China Ltd.

**RETIREMENT BENEFITS**

All eligible Team Members are able to participate in retirement planning schemes, which include contributions from the employer as well as the employee, helping them to build funds to help them in the years after they retire.

**PARENTAL LEAVE**

In Singapore and Macao, the company provides paid leave for eligible Team Members, male and female, who are new parents, according to local laws and regulations. Depending on location, female Team Members may also be able to extend maternity leave beyond the statutory period, while male Team Members may have flexibility over when they take their paternity leave.

**FLEXIBLE/WORKING FROM HOME**

Working from home may be available subject to the operational needs and departmental approval. In Macao, we provide flexible working for eligible Team Members to assist with their personal needs, such as childcare, study or health requirements. In response to the COVID-19 pandemic outbreak, all Team Members can work from home where this is mandatory, and where the nature of their work allows this.

**OTHER BENEFITS**

The company provides an array of additional benefits to help our Team Members to achieve a greater work-life balance. Depending on location, these include: additional leave, such as holiday, study and marriage leave; subsidized childcare; fitness centers; subsidized meals; a range of discounts on retail goods and services, hotels and elsewhere; tuition reimbursement; free flu vaccinations and health screening; access to corporate membership at attractions; and various participative activities to boost Team Member engagement and celebrate festivals.

**COMMUNITIES**

Disaster relief kits built and donated:

100,000

Customer satisfaction:

79.7%

Food donated globally:

200,988 LBS

Volunteering hours by Team Members:

39,494

Donated to local charities:

$6,804,159

**NOTES**

1 Average hours per FTE spent on training and development include mandatory training.

2 Our worldwide Team Members totaled approximately 50,000 on December 31, 2019. For ESG reporting purposes we exclude individuals managed by third-party hotel operators in Macao and a de minimis number of employees located in jurisdictions other than our three principal places of business. The total number of employees, as defined for this document, was 47,145 on December 31, 2019.

3 Customer satisfaction represents the percentage of satisfied customers compared to the total number of customers responding to the survey. Data coverage reported in percentage of customers is subject to both geographic and time variability and our total number of visitors.
DIVERSITY, EQUITY AND INCLUSION

Our overall workforce has an even gender split between men and women. Currently, more management roles are held by men (57 percent) than women (43 percent), and more than two-thirds (69 percent) of top management positions are occupied by men. Our global workforce spans a wide range of backgrounds and ages, and we remain committed to developing a supportive and inclusive working environment that respects the diverse backgrounds of all Team Members.

EMPLOYEE ENGAGEMENT

We conduct periodic Team Member surveys to assess how engaged and satisfied our Team Members are, as well as to learn their opinions on other important topics such as the company’s community outreach and environmental stewardship.

EMPLOYEE ENGAGEMENT

<table>
<thead>
<tr>
<th>LAS VEGAS SANDS</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>EMPLOYEE ENGAGEMENT*</td>
<td>11,509</td>
<td>13,248</td>
<td>14,947</td>
</tr>
<tr>
<td>DATA COVERAGE (NUMBER)</td>
<td>17,471</td>
<td>22,373</td>
<td>27,248</td>
</tr>
<tr>
<td>ACTIVELY ENGAGED EMPLOYEES (NUMBER)</td>
<td>11,245</td>
<td>13,128</td>
<td>14,947</td>
</tr>
<tr>
<td>DATA COVERAGE</td>
<td>95%</td>
<td>96%</td>
<td>96%</td>
</tr>
<tr>
<td>ACTIVELY ENGAGED EMPLOYEES</td>
<td>45%</td>
<td>50%</td>
<td>50%</td>
</tr>
</tbody>
</table>

*Employee engagement represents number or percentage of actively engaged employees based on the company’s Team Member engagement surveys. We conduct an Team Member engagement survey periodically. 2017 data represents SCL operation only. No survey conducted in 2018.

LABOR PRACTICES

We pride ourselves on providing industry-leading benefits that result in meaningful long-term careers for our Team Members, and a stable and committed workforce able to deliver exceptional service and memorable experiences for our customers.

COMMUNITY

Through Sands Cares, our global community engagement and charitable giving program, we integrate our community support to address our most pressing issues through financial donations, in-kind giving and volunteerism.

TURNOVER RATE

<table>
<thead>
<tr>
<th>2019 FRAMEWORK</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTAL TEAM MEMBER TURNOVER</td>
</tr>
<tr>
<td>VOLUNTARY TEAM MEMBER TURNOVER</td>
</tr>
</tbody>
</table>

% OF STAFF EARNING ABOVE MINIMUM WAGE

<table>
<thead>
<tr>
<th>2019 FRAMEWORK</th>
</tr>
</thead>
<tbody>
<tr>
<td>LAS VEGAS</td>
</tr>
<tr>
<td>SINGAPORE*</td>
</tr>
<tr>
<td>MACAO</td>
</tr>
</tbody>
</table>

*There is minimum wage requirement law in Singapore.

TRAINING AND DEVELOPMENT

Through Sands Academy, our global training and development platform, we provide courses, learning tools, coaching opportunities and one-on-one consulting to help Team Members fulfill their potential. On average, our Team Members spent nearly 40 hours on training and development.

Customer satisfaction represents percentage of satisfied customers out of total number of customers responding to the survey. Data coverage is percentage of customers surveyed (both respondents and non-respondents) out of total number of observations.

Satisfaction Customers

<table>
<thead>
<tr>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>70.7%</td>
</tr>
</tbody>
</table>

Data Coverage

<table>
<thead>
<tr>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>44.8%</td>
</tr>
</tbody>
</table>
Clear communication of policies and procedures involved in decision-making is a critical step for fulfillment of responsibilities at all levels of our organization, from our Board and management to line-level Team Members and even our external partners. We achieve compliance with policies and procedures through tailored training designed to equip every stakeholder with the most useful knowledge in each situation.

Our Board and executive management have a strong commitment to effective corporate governance. We operate across three countries, are governed by three gaming jurisdictions, are listed on two major stock exchanges and are regulated as a financial institution by the Financial Crimes Enforcement Network (FinCEN), a bureau of the U.S. Department of the Treasury. We have in place a comprehensive corporate governance framework for our operations that, among other things, takes into account the requirements of the Sarbanes-Oxley Act of 2002, the Dodd-Frank Wall Street Reform and Consumer Protection Act, and the applicable rules and regulations of the U.S. Securities and Exchange Commission (SEC) and the New York Stock Exchange (NYSE). Sands China Ltd. is a majority-owned subsidiary that is also subject to the rules and regulations of the Hong Kong Stock Exchange.

Board information, including Board composition and executive compensation information, can be found in the most recent Proxy Statement. Ethical business conduct is governed by our comprehensive Code of Business Conduct and Ethics. Team Members must participate in extensive training sessions covering relevant ethical conduct topics every year.

Our Board and executive management have a strong commitment to effective corporate governance. We operate across three countries, are governed by three gaming jurisdictions, are listed on two major stock exchanges and are regulated as a financial institution by the Financial Crimes Enforcement Network (FinCEN), a bureau of the U.S. Department of the Treasury. We have in place a comprehensive corporate governance framework for our operations that, among other things, takes into account the requirements of the Sarbanes-Oxley Act of 2002, the Dodd-Frank Wall Street Reform and Consumer Protection Act, and the applicable rules and regulations of the U.S. Securities and Exchange Commission (SEC) and the New York Stock Exchange (NYSE). Sands China Ltd. is a majority-owned subsidiary that is also subject to the rules and regulations of the Hong Kong Stock Exchange.
BOARD AND CORPORATE GOVERNANCE

Our Board of Directors is composed of 11 directors, who bring a variety of experiences and core competencies to their roles overseeing the strategic execution and risk management of our company’s operations. Between them, our Board members form four standing committees: the Audit Committee, Compensation Committee, Nominating and Governance Committee, and Compliance Committee.

We consider a range of factors in determining the composition of our Board, including professional experience, skills, education, diversity, training and background.

Our Code of Business Conduct and Ethics is intended to provide guiding principles supported by training to assist Team Members in day-to-day situations and scenarios. As it is crucial to report any allegations of violation of the Code, the company offers multiple ways to do so: through immediate supervisors, the compliance department or the ethics hotline. Sands has a strict anti-retaliation policy, so anyone reporting a concern is protected.

**BOARD OVERVIEW 2019 FRAMEWORK**

**BOARD MEMBERS**

- **11**
  - GRI 405-1a, 102-22, WEF Principles of Governance Quality of Governing Body (CMD)

**FEMALE BOARD MEMBERS**

- **1**
  - GRI 405-1a, 102-22, WEF Principles of Governance Quality of Governing Body (CMD)

**MINORITY BOARD MEMBERS**

- **2**
  - GRI 405-1a, 102-22, WEF Principles of Governance Quality of Governing Body (CMD)

**AVG. BOARD MEMBER ATTENDANCE**

- **92%**
  - GRI 405-1a, 102-22, WEF Principles of Governance Quality of Governing Body (CMD)

**AVG. BOARD MEMBER TENURE (YEARS)**

- **7.5**
  - GRI 405-1a, 102-22, WEF Principles of Governance Quality of Governing Body (CMD)

**SHARE OF INDEPENDENT DIRECTORS**

- **55%**
  - GRI 405-1a, 102-22, WEF Principles of Governance Quality of Governing Body (CMD)

**CEO PAY RATIO 2019 FRAMEWORK**

- **2019**
  - GRI 102-38, 202-1, WEF People Dignity and Equality (CMD)
  - **$24,680,118**
  - GRI 102-38, WEF Principles of Governance Ethical Behavior

**CEO ANNUAL TOTAL COMPENSATION**

- **$24,680,118**
  - GRI 102-38, 202-1, WEF People Dignity and Equality (CMD)

**MEDIAN TEAM MEMBER ANNUAL TOTAL COMPENSATION**

- **$42,228**
  - GRI 102-38, 202-1, WEF People Dignity and Equality (CMD)

**CEO TO MEDIAN TEAM MEMBER PAY RATIO**

- **584:1**
  - GRI 102-38, 202-1, WEF People Dignity and Equality (CMD)

**CODE OF CONDUCT TRAINING**

<table>
<thead>
<tr>
<th>FRAMEWORK</th>
<th>COMPLETED</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>DIRECTORS AND ABOVE</td>
<td>883</td>
<td>92.8%</td>
</tr>
<tr>
<td>MANAGERS/SUPERVISORS</td>
<td>6,786</td>
<td>96.4%</td>
</tr>
<tr>
<td>SALARIED/SPECIALISTS</td>
<td>2,808</td>
<td>98.5%</td>
</tr>
<tr>
<td>HOURLY/OPERATIONS</td>
<td>34,624</td>
<td>91.0%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>40,046</td>
<td>95.6%</td>
</tr>
</tbody>
</table>

**ANTI-CORRUPTION TRAINING**

<table>
<thead>
<tr>
<th>FRAMEWORK</th>
<th>COMPLETED</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>DIRECTORS AND ABOVE</td>
<td>884</td>
<td>92.4%</td>
</tr>
<tr>
<td>MANAGERS/SUPERVISORS</td>
<td>8,639</td>
<td>97.0%</td>
</tr>
<tr>
<td>SALARIED/SPECIALISTS AND HOURLY/OPERATIONS</td>
<td>35,813</td>
<td>94.6%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>45,336</td>
<td>96.7%</td>
</tr>
</tbody>
</table>

**ANTI-MONEY LAUNDERING TRAINING**

<table>
<thead>
<tr>
<th>FRAMEWORK</th>
<th>COMPLETED</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>DIRECTORS AND ABOVE</td>
<td>461</td>
<td>100%</td>
</tr>
<tr>
<td>MANAGERS/SUPERVISORS</td>
<td>3,854</td>
<td>99.5%</td>
</tr>
<tr>
<td>SALARIED/SPECIALISTS</td>
<td>2,149</td>
<td>100%</td>
</tr>
<tr>
<td>HOURLY/OPERATIONS</td>
<td>18,064</td>
<td>97.7%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>24,528</td>
<td>98.2%</td>
</tr>
</tbody>
</table>

**COUNTER-HUMAN TRAFFICKING TRAINING**

<table>
<thead>
<tr>
<th>FRAMEWORK</th>
<th>COMPLETED</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>DIRECTORS AND ABOVE</td>
<td>883</td>
<td>92.3%</td>
</tr>
<tr>
<td>MANAGERS/SUPERVISORS</td>
<td>8,702</td>
<td>98.1%</td>
</tr>
<tr>
<td>SALARIED/SPECIALISTS AND HOURLY/OPERATIONS</td>
<td>35,712</td>
<td>96.9%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>45,297</td>
<td>97.0%</td>
</tr>
</tbody>
</table>

**NON-DISCRIMINATION TRAINING**

<table>
<thead>
<tr>
<th>FRAMEWORK</th>
<th>COMPLETED</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>DIRECTORS AND ABOVE</td>
<td>708</td>
<td>91.3%</td>
</tr>
<tr>
<td>MANAGERS/SUPERVISORS</td>
<td>5,274</td>
<td>97.1%</td>
</tr>
<tr>
<td>SALARIED/SPECIALISTS</td>
<td>381</td>
<td>90.4%</td>
</tr>
<tr>
<td>HOURLY/OPERATIONS</td>
<td>24,948</td>
<td>96.5%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>35,335</td>
<td>96.1%</td>
</tr>
</tbody>
</table>

**DATA PRIVACY/CYBERSECURITY**

<table>
<thead>
<tr>
<th>FRAMEWORK</th>
<th>2019</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>REPORTABLE INFORMATION SECURITY/CYBERSECURITY BREACHES</td>
<td>0</td>
<td>GRI 416.1</td>
</tr>
<tr>
<td>BREACHES OF CUSTOMER PRIVACY</td>
<td>0</td>
<td>GRI 416.1</td>
</tr>
</tbody>
</table>

**BUSINESS CONDUCT VIOLATIONS**

<table>
<thead>
<tr>
<th>FRAMEWORK</th>
<th>2019</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>CONFOIRMED BRIBERY/CORRUPTION CASES OR INVESTIGATIONS</td>
<td>0</td>
<td>GRI 205-3, SV-CA-510a.2</td>
</tr>
<tr>
<td>INCIDENTS OF NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS</td>
<td>0</td>
<td>GRI 205-3, SV-CA-510a.2</td>
</tr>
</tbody>
</table>

* Only certain departments and business functions are required to undergo anti-money laundering training. The percentage represents a share of targeted Team Members that completed anti-money laundering training.
RESPONSIBLE GAMING

We are committed to encouraging responsible gaming practices and providing resources for people experiencing gambling-related problems. We support standard industry protocols such as prominent posting of a problem gambling hotline throughout our properties, and careful restriction of gaming-related marketing and advertising materials to age-appropriate venues. We provide all Team Members with annual training on responsible gaming, and our industry-leading initiatives include the Responsible Gaming Ambassador program.

At Sands, our commitment to the personal well-being of our guests starts with the strict prohibition of underage gambling and alcohol and tobacco use in our facilities, and continues with comprehensive training of our Team Members to direct guests that ask for or appear to need help to appropriate resources and responsible gaming support services. We work with local problem gambling and recovery organizations in every community in which we operate. Team Members learn to recognize the potential signs of a gambling-related problem and can bring any concerns to one of our 327 Responsible Gaming Ambassadors who are available 24 hours a day, seven days a week.

HEALTH AND SAFETY

It is our responsibility to provide a safe and enjoyable environment to both our team members and guests. Our health and safety teams continue to ensure that facilities are maintained to a high standard and that our Team Members are well trained in order to act in emergencies.

RESPONSIBLE GAMING 2019 FRAMEWORK

<table>
<thead>
<tr>
<th>Indicator</th>
<th>2019</th>
<th>Framework</th>
</tr>
</thead>
<tbody>
<tr>
<td>Team Members Trained</td>
<td>47,337</td>
<td>SASB SV-CA-260a.1, SV-CA-260a.2</td>
</tr>
<tr>
<td>Hours of Responsible Gaming Training</td>
<td>16,862</td>
<td>SASB SV-CA-260a.1, SV-CA-260a.2</td>
</tr>
<tr>
<td>Share of Facilities that Implement the Responsible Gambling Index</td>
<td>18.4%</td>
<td>SASB SV-CA-260a.1, SV-CA-260a.2</td>
</tr>
<tr>
<td>Share of Online Gaming Operations that Implement the National Council on Problem Gambling’s Internet Responsible Gambling Standards</td>
<td>n/a</td>
<td>SASB SV-CA-260a.1, SV-CA-260a.2</td>
</tr>
</tbody>
</table>

HEALTH AND SAFETY FRAMEWORK

<table>
<thead>
<tr>
<th>Indicator</th>
<th>2019</th>
<th>Framework</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work-Related Fatalities</td>
<td>1</td>
<td>GRI 403-8: WEF People Health and Wellbeing (CDM)</td>
</tr>
<tr>
<td>High-Consequence Work-Related Injuries</td>
<td>410</td>
<td>GRI 403-8: WEF People Health and Wellbeing (CDM)</td>
</tr>
<tr>
<td>Recordable Work-Related Injuries</td>
<td>1,403</td>
<td>GRI 403-8: WEF People Health and Wellbeing (CDM)</td>
</tr>
<tr>
<td>Lost Days Due to Work-Related Injury</td>
<td>73,270</td>
<td></td>
</tr>
<tr>
<td>Total Number of Hours Worked</td>
<td>91,417,988</td>
<td>WEF People Health and Wellbeing (CDM)</td>
</tr>
<tr>
<td>Absentee Rate of All Employees*</td>
<td>2.7%</td>
<td>WEF People Health and Wellbeing (CDM)</td>
</tr>
<tr>
<td>Share of Gaming Floor Where Smoking Is Allowed</td>
<td>19.8%</td>
<td>SASB SV-CA-320a.1</td>
</tr>
<tr>
<td>Share of Staff Working in Areas Where Smoking Is Allowed</td>
<td>22.7%</td>
<td>SASB SV-CA-320a.2</td>
</tr>
</tbody>
</table>

* Absentee rate only includes data from our Singapore and Macao operations and therefore represents approximately 9 percent of our workforce.

In 2016, we aligned our environmental targets with three U.N. SDGs (SDG 6, SDG 7 and SDG 12) and since then, we have provided periodic updates of our progress. We also undertook several initiatives that support additional SDGs. While we do not have a formal commitment, a summary of our efforts is included in the following SDG Index.

Our ESG report has been prepared in accordance with the GRI Standards: Core option. The GRI Index lists our reported GRI indicators and provides links to the relevant information. Unless otherwise specified, the chapters and page numbers refer to our 2019 ESG Report.

In 2019, we expanded our ESG reporting by including an SASB Index. We aligned our responses with selected indicators from the “Casino & Gaming” and “Hotel & Lodging” SASB standards, which are most relevant to our business.
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 ambiance of our resorts. We balance luxury with responsibility by identifying non-potable water wherever possible, exploring innovative water technologies and developing water conservation procedures.

In 2019, we implemented 27 water conservation projects globally, estimated to save 78 million gallons annually. In Macau, automatic sensors have been installed in dishwashing stations, which have saved 44 percent and 5 percent reduction in hot and cool water use, respectively. We have also installed water meters to monitor consumption patterns and make changes for flow control and automation in the future.

In Las Vegas, we finished an infrastructure upgrade that would allow us to use nearly 100 percent non-municipal water in the cooling towers. In Mandalay Bay, we installed a new water-efficient dishwasher in one of our Team Member dining rooms.

In 2019, we completed 54 energy efficiency projects that are expected to save more than 450 million kWh with a potential energy saving of 1.2 billion kWh. In Las Vegas, we worked with our local electricity provider to secure renewable energy certificates (RECs) to enable SDG 7.10 (renewable energy in the global energy mix). In 2019, we completed 54 energy efficiency projects that are expected to save more than 450 million kWh with a potential energy saving of 1.2 billion kWh.

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Reduced Inequalities: As an international company, Sands also actively supports or is an active member of the following initiatives.

We make sustainable social investments for people with physical or other limitations, such as installing electronic table games designed to accommodate wheelchair users.

Sands supports the 2019 Women's Leadership Conference in Las Vegas, with 33 Team Members attending. It also provided funding and hosted an on-site leadership event for The Center. Las Vegas nonprofit that advocates for the LGBTQ+ community.

To help people with special needs attain employment, we have maintained a long-term relationship with Opportunity Village in Las Vegas. This partnership helps people with disabilities gain the skills they need to find employment.

The Venetian Resort in Las Vegas annually supports the Great Las Vegas Santa Run, where volunteers and supporters from across the city join a run/walk to provide assistance for 4,000 area families. In 2019, Sands Care provided meals to more than 2,000 participants and provided more than 4,000 volunteer hours, along with financial support for the event.

Since 2016, Marina Bay Sands has supported the Purple Parade, a movement to celebrate the abilities of people with special needs in Singapore. In 2019, more than 120 Team Members joined the event.

We serve a variety of multicultural dishes in our Team Member dining rooms to celebrate cultural traditions and increase knowledge and appreciation of different backgrounds.

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We serve a variety of multicultural dishes in our Team Member dining rooms to celebrate cultural traditions and increase knowledge and appreciation of different backgrounds.
We have identified the key stakeholders to engage with through both our previous and current experience and relationships with them. Our stakeholders are individuals and organizations interested in and/or affected by our business. Understanding and taking action on what is relevant to our stakeholders is the foundation of our strategy, for examples of our stakeholder engagement, see https://www.sands.com/sands-eco-360/sands-eco-360-strategy-engagement.html and our Sands ECO360 strategy.

We value regular engagement with all our key stakeholder groups. These interactions range from online or telephone surveys and questionnaires (e.g., Team Members and guests) to in-person meetings (e.g., suppliers, government officials and NGOs). The following engagements are examples of our key stakeholder engagement:

- Economic impact: ECO360 report, GRI Index, Corporate Responsibility Overview, corporate website (including press releases and Q&A);
- Climate change: ECO360 report, GRI Index, Corporate Responsibility Overview, corporate website (including press releases and Q&A);
- Water: ECO360 report, GRI Index, Corporate Responsibility Overview, corporate website;
- Local communities: ECO360 report, Corporate Responsibility Overview, corporate website (including press releases and Q&A);
- Workforce development: ECO360 report, Corporate Responsibility Overview, corporate website;
- Business ethics (anti-corruption): ECO360 report, Corporate Responsibility Overview, corporate website;

We regularly engage with all our key stakeholder groups. These interactions range from online or telephone surveys and questionnaires (e.g., Team Members and guests) to in-person meetings (e.g., suppliers, government officials and NGOs). The various engagement activities with our stakeholders throughout the year have also allowed us to continue to shape and focus our Sands ECO360 program, along with related reporting.

For our key themes, see our Sands ECO360 2018 Environmental Report, pp. 16–17. For examples of our governance documents, including our Corporate Governance Guidelines, See our Corporate Governance Guidelines, See our Board of Directors and Committees; See our Supplier Code of Conduct; See our Committee charters; See our Statement from senior decision-maker; See our 2019 CDP Climate Change response; See our Key Theme Assessment in our Sands ECO360 2018 Environmental Report, pp. 4–5.

For our key topics, reported in our Sands ECO360 index, see pp. 16–17. For our key topics, reported in our Sands ECO360 index, see pp. 16–17.

For comparison purposes and to align with the Greenhouse Gas Protocol, the previous year’s information has been updated to determine our Boundary for Scope 1, 2 and 3 emissions. The translation of Sands Bethlehem was completed in 2019 and thus the property is no longer a part of our reporting. See online: http://www.sands.com/sands-eco-360/our-strategy/stakeholder-engagement.html and our Sands ECO360 strategy.
Our corporate headquarters and the regions where we have properties are not just places of business. They are the places we call home, and we are committed to making each of our communities a great place to live. Not only are we a major economic contributor in our regions by spurring tourism, jobs and tax revenue, we also hope to serve as a catalyst for solving local issues, promoting the viability of the region and improving the community, as able to respond to challenges. We focus on the three principal areas: (1) our regions through Sands Cares, our charitable giving and community engagement program, (2) our guests and Team Members through Project Pigeon, our responsible gaming, counter trafficking and financial crime prevention program and (3) our industry through investment and engagement in hospitality development. The addition of direct, indirect and induced economic impact to track Integrated Resort is substantial, reflecting the multiplier effect of our investment and operations. This design, development and operation of Integrated Resorts is as an economic engine, creating cultural and entertainment offerings within the local community, and has with the creation of thousands of jobs in Macau, as of 2018, our developments and operations accounted for approximately 27.9 per cent of the Special Administrative Region’s GDP.

When we enter new jurisdictions, we are our highly experienced in-house staff, independent international consultants and local experts assess economic, social and environmental impacts. Our mission is to create a positive impact on the environment through the introduction of new industry-leading facilities, world-class attractions and superior service levels. To achieve this, we work with local governments and build relationships with our customers, to localize our expansion, to support, and to foster relationships with other businesses in these regions. See also Sands Cares: https://www.sands.com/sands-cares/our-commitment.html

The management approach and its components

The completion of training by key personnel within our business

– The audit committee

– Our Board of Directors

– Our shareholders’ meetings

– Management’s commitment to sustainability

– Our Board of Directors

– Outside directors

– Our shareholders’ meetings

– Management’s commitment to sustainability

GRI 103: MANAGEMENT APPROACH 2016

Evaluation of the management approach

Boundary: internal: all entities; external: our community

Explanation of the management topic

GRI 103: MANAGEMENT APPROACH 2016

Evaluation of the management approach

Boundary: internal: all entities; external: our supply chain

Evaluation of the management approach

GRI 203: INDIRECT ECONOMIC IMPACTS 2016

Evaluation of the management approach

Boundary: internal: all entities; external: our supply chain

Our commitment to sustainable practices tested through third-party disclosure frameworks, such as the Dow Jones Sustainability Index.

GRI 302: ENERGY 2016

Energy intensity

a. 0.60 btu per conditioned square foot

b. GfE (kWh/Sm²) represents square feet of conditioned space.

c. All applicable energy sources (i.e., fuel, electricity, heating, cooling) are included, after conversion to GJ.

d. Above average intensity rates were energy consumption within the organization.

GRI 303: WATER 2016

Water discharge

See our performance data in our Sands ECO360 Environmental Progress Report, pp. 6–7

See our 2018 Form 10-K

GRI 304: REDUCTION OF ENERGY CONSUMPTION

a. 2019 newly implemented energy efficiency projects, coupled with ongoing operational improvements, contributed to a reduction in energy use of approximately 28,625 GJ.

b. Energy reductions include reductions in fuels, electricity, heating and cooling.

c. All reductions reported above occurred during calendar year 2019.

d. A conversion factor of 1.0176 (kWh/Sm² to GJ) was used in the calculations.

GRI 305: REDUCTION OF WATER DISCHARGE

a. Year-end

b. Year-to-date

GRI 306: BIODIVERSITY

We are committed to improving habitat, building relationships with local communities and engaging with the local government and non-government organizations to identify sustainable projects and practices.

GRI 307: BIODIVERSITY

We recognize biodiversity as an important indicator of the overall health of our planet and an emerging issue of concern that is relevant to our business strategy. Our company benefits when we have healthy, diverse communities, species, forests and other ecosystems. We rely on these environments to provide enjoyable experiences for our visitors and to produce the resources that are already used in our products and services every day.

Biodiversity has been identified in our materiality assessment as an emerging issue of concern, see GRI indicator 302-44. This topic is currently addressed directly in our Sands ECODES strategy. However, by addressing our key themes – energy, water, waste, food, procurement (including prioritizing responsible alternatives for single-use plastics) and transportation – we support the sustainable use of resources, which helps to conserve biodiversity. See management approach for “Energy” for our approach to environmental topics and pp. 4–5 of our Sands ECO360 Environmental Progress Report.
400-2 Benefits provided to full-time employees that are not paid to temporary or part-time employees

In Las Vegas, all full-time, full-time flex, part-time, on-call and seasonal Team Members are eligible for company-sponsored healthcare coverage (including medical, dental, vision and prescription coverage), 401(k) participation and company match, full-time and full-time flex Team Members are eligible for supplemental benefits (including long-term disability and life insurance).

For other property-specific information, see our websites:

- The Venetian Resort Las Vegas: http://careers.sands.com/content/about/
- Marina Bay Sands: www.marinabaysands.com/careers.html
MATERIAL TOPICS (continued)

OCCUPATIONAL HEALTH AND SAFETY

403-1
Explanation of the material topic and its boundaries
We are committed to ensuring a safe and healthy workplace for our Team Members. A summary of our occupational health and safety efforts across our operations can be found below.
See online: http://www.sands.com/sands-health-and-safety

403-2
The management approach and its components
Sands has an OSHA Within Workplace Safety Program as required by Nevada. This includes Safety Hazard Assessments for occupationally related job hazards, training on the significance of and how to control them, and occupational health and safety efforts, including exposure assessment and hazard evaluation. We have also implemented in place procedures to ensure that all chemicals are appropriately managed and work-related injuries are evaluated.
Further information is also included on our property websites:
– The Venetian Resort Las Vegas: https://www.venetian.com/safety
– Sands China Ltd.: www.sandschina.com/safety
– Marina Bay Sands: https://www.mbs.com.sg/safety

In the United States, we provide the following programs around Team Member health, safety and well-being:
– Wellness: is a comprehensive wellness program that provides health screenings, employee health coaching, and resources to improve health.
– Wellness coaching helps Team Members understand the importance of weight management and how to achieve and maintain healthy weights.
– Utilization management: is a comprehensive program to reduce inappropriate medical utilization and ensure appropriate patient care.
– Case Management: identifies catastrophic and complex illnesses, and nurses the level and cost of case management services to the intensity of the case in the most efficient manner possible.
– The management approach and its components

The management approach and its components

403-4
Evaluation of the management approach
Management continuously monitors and assesses injury-related data for our operations internally. Changes to the program are made based on trending data.

403-5
Explanation of the material topic and its boundaries

Sands has an extensive corporate citizenship program called Sands Cares. See also the Corporate Responsibility Overview for more information. Our approach to local community involvement is set out in the Stakeholder Engagement pillar of our ECO360 strategy. See online: https://www.sands.com/sands-eco-360/our-strategy.html.

In addition, our environmentally focused ECO360 program sets our approach to local community involvement related to our integrated resorts through our Stakeholder Engagement pillar of our ECO360 strategy, see online: https://www.sands.com/sands-eco-360/our-strategy.html.

Boundary internal: all entities, external: our supplier chain and communities.

DIVERSITY AND EQUAL OPPORTUNITY

405-1
Explanation of the material topic and its boundaries
At Sands, we believe our work culture is enriched and our business is more successful when we embrace the unique experiences and diverse perspectives of our Team Members. This means showing an understanding of and respect for our Team Members’ gender, race, ethnicity, sexual orientation, disability, religion and age, as well as their unique cultural backgrounds, experiences, opinions and ideas.
We achieve this:
– Recruiting, training and developing individuals of all experiences, ages, cultural and racial backgrounds, and religious beliefs.
– Valuing and respecting the unique cultural backgrounds and diverse experiences of our Team Members.
– Maintaining membership in and support of organizations and programs that encourage and promote various diversity and inclusion initiatives.

405-2
The management approach and its components

Sands has an extensive corporate citizenship program called Sands Cares. See also the Corporate Responsibility Overview for more information. Our approach to local community involvement is set out in the Stakeholder Engagement pillar of our ECO360 strategy, see online: https://www.sands.com/sands-eco-360/our-strategy.html.

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Boundary internal: all entities, external: our supplier chain and communities.

LOCAL COMMUNITIES

413-1
Explanation of the material topic and its boundaries

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Boundary internal: all entities, external: our supplier chain and communities.

TRAINING AND EDUCATION

404-1
Average hours of training per year for Team Member

GRI Index, Data appendix, Training data, p. 16

404-1
Explanation of the material topic and its boundaries
We believe that investing in our people, through training and education, is important both for their development and for the execution of our strategy and the sustainability of our business. New Team Members receive training on eco-awareness, to drive our sustainability performance, including waste management and recycling. Further, relevant members of our workforce receive training on bribery and corruption, and anti-money laundering and anti-terrorism factors and Team Member level. For further information, see also the Corporate Responsibility Overview.

404-2
The management approach and its components

We have an ongoing Partnering Program to help our Team Members to grow in a wide range of tourism-serving positions. Service excellence is a critical priority for us and, as such, we partner with local public and private institutions to train our workforce and elevate the overall level of service in the tourism industry.

When entering new jurisdictions, we use our highly experienced in-house staff, independent international consultants and local experts to conduct economic and community impact assessments. Our mission is to complement what exists and enhance the environment through the introduction of new industry leading facilities, world-class attractions and superior service levels. To achieve this, we work with local governments and build relationships with our customers, employ local labor, enhance education, improve infrastructure and enable other businesses to thrive.

Sands has also established industry-leading policies and programs through Project Protect, our comprehensive global initiative to prevent, deter and respond to adult and youth problem gambling, financial crimes and other trafficking that put our patrons, our Team Members, our partners and all of the communities where we operate at risk.

In addition to helping our host city or country achieve tourism and economic goals, we also remain committed to helping achieve broader social objectives. Our Integrated Resorts serve as economic growth engines; create cultural, entertainment and shopping visiting within the local communities; and create thousands of jobs.

Along with the significant employment opportunities associated with our projects, we provide training and other opportunities for our Team Members to grow in a wide range of tourism serving positions. Service excellence is a critical priority for us and, as such, we partner with local public and private institutions to train our workforce and elevate the overall level of service in the tourism industry.

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Sands has also established industry-leading policies and programs through Project Protect, our comprehensive global initiative to prevent, deter and respond to adult and youth problem gambling, financial crimes and other trafficking that put our patrons, our Team Members, our partners and all of the communities where we operate at risk. This initiative aims to reduce problem gambling risk and improve social safeguards to help our guests make informed choices, keep our environments and communities safe by keeping illegal activity and crime at bay, and execute a zero tolerance policy for human trafficking in any form through a multi-faceted, proactive and reactive approach, strong relationships with local law enforcement, and comprehensive surveillance and security measures. For more on Project Protect, see also https://www.sands.com/sands-eco-360/our-strategy.html.

Boundary internal: all entities, external: our supplier chain and communities.

404-3
Explanation of the material topic and its boundaries

We offer a comprehensive training program to help our Team Members grow in a wide range of tourism-serving positions. This program is designed to enhance our Team Members’ skills and abilities to provide quality service and achieve broader social objectives. Our Integrated Resorts serve as economic growth engines; create cultural, entertainment and shopping visiting within the local communities; and create thousands of jobs.

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Boundary internal: all entities, external: our supplier chain and communities.
**CUSTOMER HEALTH AND SAFETY**

**GRI 103-1**

**Explanation of the material topic and its boundaries**

Health and safety for our guests and Team Members is a top priority for Sands. We continuously assess our products and services to ensure that our guests, Team Members and colleagues have a safe place to work and play. Our resorts are aligned with leading environmental, health and safety practices put forth by globally recognized green building rating systems such as LEED and GreenMark. We also uphold our internally developed Sustainability Framework, a set of requirements and performance metrics that helps maintain the highest level of energy and water efficiency and reduces the overall impact of our operations on the environment.

**GRI 103-2**

**The management approach and its components**

The management approach for risk assessment and management of work-related health and safety is aligned to our internal policies and as per local regulations and best practices. Our Environmental Management System (EMS) is aligned with ISO 14001 to have a structured and systematic framework that we can use to manage our environmental impacts while also improving operational controls, introducing cost savings and reducing compliance risk. Lastly, we also support regional ecosystems surrounding our resorts through The Drop by Drop Project. The Drop by Drop Project invests in local water projects that increase water resiliency, reinvigorate ecosystems, leverage technologies and engage the community. We are currently supporting research that explores seawater-based solutions for water quality in Singapore, development of a technology that reduces ocean plastics in Singapore, and promoting water-focused curriculums in Las Vegas.

**GRI 103-3**

**Evaluation of the management approach**

See our 2019 Sands China Ltd. Sustainability Report, p. 29 for further information.

**GRI 416-1**

**Assessment of the health and safety impacts of product and service categories**

See our Sustainable Development Report for details on procurement practices and our Supplier Code of Conduct for details on supplier health and safety requirements.

See our Code of Business Conduct and Ethics and our Sands Code of Conduct for details on supplier procurement priorities and our Supplier Code of Conduct for details on supplier health and safety requirements.

**SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS**

**TOPIC**

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<thead>
<tr>
<th>Accountable Metric</th>
<th>Unit of Measure</th>
<th>2019</th>
<th>Code</th>
</tr>
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<tbody>
<tr>
<td>Water consumed</td>
<td>Thousand cubic meters (m3)</td>
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<td>Average occupancy rate</td>
<td>%</td>
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<tr>
<td>Number of available room-nights</td>
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<td>SV-HL-000.A</td>
</tr>
<tr>
<td>Total area of lodging facilities</td>
<td>m²</td>
<td>4,324,577</td>
<td>SV-HL-000.C</td>
</tr>
<tr>
<td>Number of active online gaming customers</td>
<td></td>
<td></td>
<td>SV-CA-000.C</td>
</tr>
<tr>
<td>Number of tables</td>
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<td>SV-CA-000.A</td>
</tr>
<tr>
<td>Total energy consumed</td>
<td>Gigajoules (GJ)</td>
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<tr>
<td>Number of lodging facilities in or near areas of protected conservation status</td>
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**ENVIRONMENT**

**Energy Management**

- **Energy consumed**
  - Gigajoules (GJ): 7,098,346
- **Percentage of energy**
  - Percentage renewable: 51%
- **Water Management**
  - **Water withdrawn**
    - Thousand cubic meters (m³): 10,961
  - **Percentage withdrawn in regions with high or Extreme High-Balanced Water Stress**
    - Percentage: 0%
- **Ecodesign**
  - **Number of lodging facilities in or near areas of protected conservation status or endangered species habitat**
  - Number: 0

**ECOLOGICAL IMPACTS**

- **Number of lodging facilities in or near areas of protected conservation status or endangered species habitat**
  - Number: 0

**SASB INDEX**

Recognizing the interest of the investment community for concise and standardized ESG performance data, Sands opted to align with the SASB standards to develop the following performance table.

Based on our operations, we determined both “Hotels & Lodging” and “Casinos & Gaming” industry standards to be applicable to our company, as both categories consistently represent more than 10 percent of our annual revenues. The following tables contain our disclosure on the topics included in those standards.
LAUNDERING
ON MONEY
INTERNAL
GOVERNANCE
PRACTICES
CASINOS
SMOKE-FREE
GAMING
SOCIAL
ADAPTATION
CHANGE
CLIMATE
TOPIC ACCOUNTING METRICS UNIT OF MEASURE 2019 CODE

CLIMATE CHANGE ADAPTATION
Number of lodging facilities located in 100-year flood zones
Number 6 SV-CA-510a.2

RESPONSIBLE GAMING
Percentage of gaming facilities implementing the Responsible Gambling Index
Percentage (%) by region 18.4% SV-HL-310a.4
Percentage of gaming operators implementing National Council on Problem Gambling’s Internet Responsible Gambling Standards
Percentage (%) by revenue n/a SV-HL-310a.4

SMOKE-FREE CASINOS
Percentage of gaming floor where smoking is allowed
Percentage (%) of gaming floor area 10.8% SV-CA-510a.2
Percentage of gaming staff that work in areas where smoking is allowed
Percentage (%) of man-hours 10.7% SV-CA-510a.2

LABOR PRACTICES
Voluntary Team Member turnover rate for full-time employees
Rate 6.0% SV-CA-510a.2
Voluntary Team Member turnover rate for total employees
Rate 5.5% SV-CA-510a.2

Average hourly wage by region
U.S. Dollars ($) 0 SV-CA-510a.2

GOVERNANCE
Description of anti-money laundering policies and practices
n/a SV-CA-510a.2

INTERNAL CONTROLS ON MONEY LAUNDERING
The entity shall describe the nature (e.g., judgment or order issued after trial, settlement, guilty plea, deferred prosecution agreement, or non-prosecution agreement) and context (e.g., improper recordkeeping) of all monetary losses as a result of illegal proceedings.
n/a SV-HL-310a.4

SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS (CONTINUED)

GOVERNANCE (CONTINUED)

The entity shall describe the nature (e.g., judgment or order issued after trial, settlement, guilty plea, deferred prosecution agreement, or non-prosecution agreement) and context (e.g., improper recordkeeping) of all monetary losses as a result of illegal proceedings.
n/a SV-HL-310a.4
Las Vegas Sands (Sands) is the world’s pre-eminent developer and operator of world-class Integrated Resorts that feature luxury hotels; gaming, retail, entertainment, convention and exhibition facilities; celebrity chef restaurants; and many other amenities. Starting with a single property in 1990, the reach of Sands now extends worldwide, from Las Vegas to Macao and Singapore. Our Integrated Resorts have become premier destinations for leisure and business tourism around the world.