

Sands® ESG



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

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◀ On the cover: Marina Bay Sands, Singapore

▲ Skyscraper (*The Bruges Whale*), Ocean Recovery Alliance and Studio KCA, Marina Bay Sands

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 gratified 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 public health and safety and Diversity, Equity and Inclusion (DEI).

It would be difficult to overstate 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 front-line 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 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.

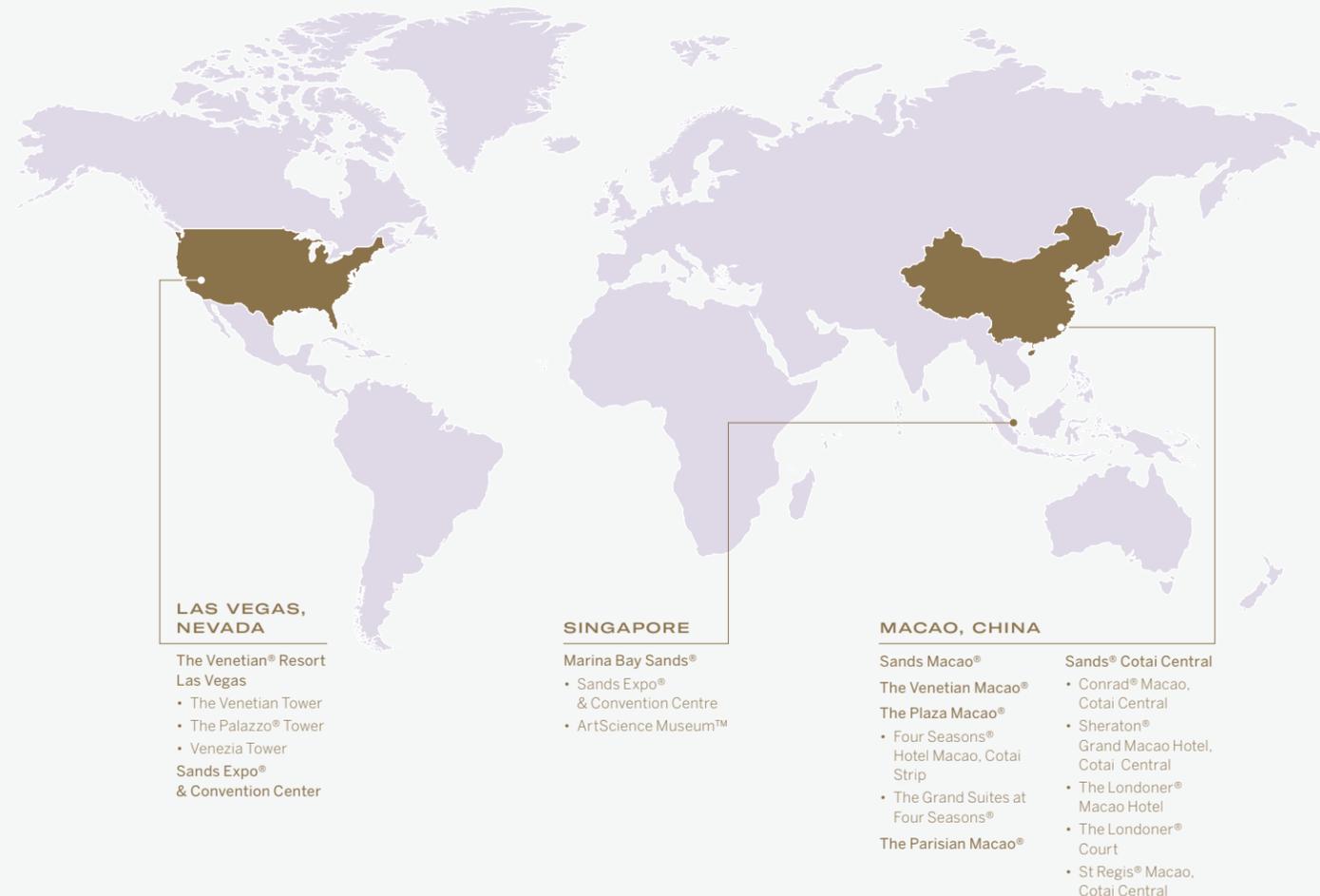
We remain deeply committed to providing leadership in ESG and look forward to sharing our progress with you in the years ahead.

Sheldon G. Adelson
Chairman and Chief Executive Officer
Las Vegas Sands Corp.

INTRODUCTION

WHO WE ARE

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 PURPOSE

Create positive impact through leisure and business tourism, contributing economic benefits to our host communities and making our regions better places to live, work and visit



OUR MISSION

Develop and operate iconic Integrated Resorts that drive business and leisure tourism through sustainable business practices



OUR VALUES

- Excellence in business performance
- Impeccable service and a strong dedication to collaboration
- Innovation
- Fairness, honesty and a strong code of ethics
- Sustainability for People, Communities and Planet



OUR GLOBAL IMPACT

Sands is committed to being a valuable contributor through collaboration with guests, business partners and local communities. Throughout our history, we have created positive economic impact by delivering high-value business and leisure tourism, providing tens of thousands of jobs, tax revenues to fund social programs and significant procurement spend in the regions where we operate. As part of our corporate values, we continually strive to patronize local and diverse businesses whenever possible to meet our procurement and supply chain needs.

Beyond being an economic engine, we also strive to be a good corporate citizen committed to collaborating with local governments, civic leaders and the public sector to create a healthy social and environmental landscape in our communities.

Our commitment to communities is underscored by our aim to be a model employer in the regions we serve. We are dedicated to supporting the positive wellbeing of Team Members worldwide by creating a workplace culture that thrives on collaboration, celebrates diversity, ensures inclusiveness and invests in professional growth and talent development.

OUR STRATEGY

Las Vegas Sands is dedicated to being a good corporate citizen, committed to our people, our communities and our planet.

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**



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**



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



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



STAKEHOLDER ENGAGEMENT



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.

ESG MATERIALITY

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.

STRATEGIC PLANNING & THE U.N. SDGs

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](#).

U.N. SDGs ALIGNMENT

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



2020 TARGETS:

6% reduction in GHG emissions from resort operations

PROGRESS TO DATE:

12.4% reduction from 2015 baseline



2020 TARGETS:

3% reduction in water use per square foot

PROGRESS TO DATE:

3.2% reduction from 2015 baseline



2020 TARGETS:

5% increase in diversion rate

PROGRESS TO DATE:

4.1% decrease from 2015 baseline

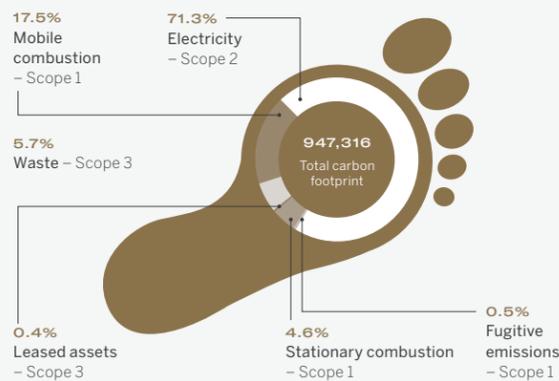
OUR PERFORMANCE

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.

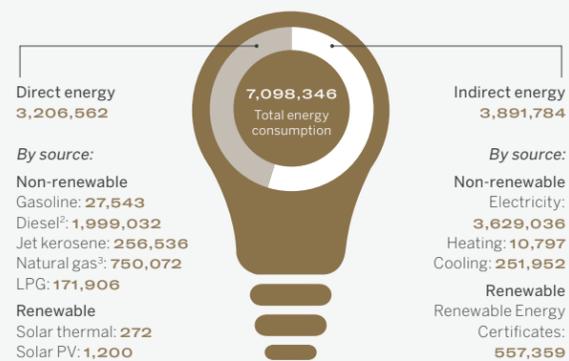
ENVIRONMENT

ENERGY AND EMISSIONS

CARBON FOOTPRINT (MT CO₂e)¹

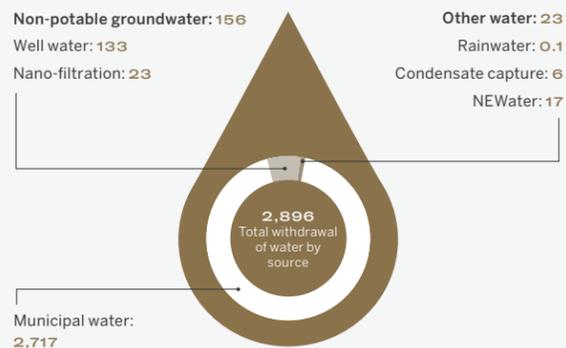


ENERGY CONSUMPTION (GIGAJOULES)



WATER

TOTAL WATER USE (MILLION GALLONS)

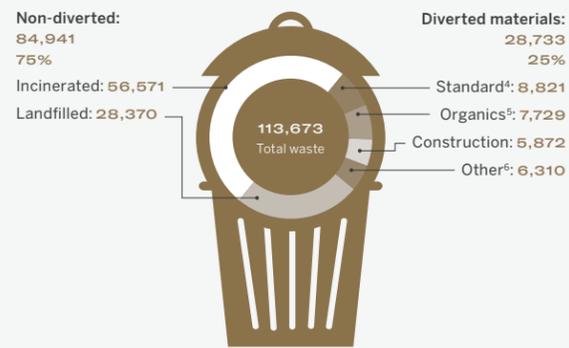


NOTES

¹ Emissions calculated from primary data and assured by a third party; excludes Scope 3 emissions calculated using spend-based model.
² Diesel includes mobile diesel, stationary diesel and marine fuel.
³ Natural gas includes CNG, town gas and natural gas.

WASTE

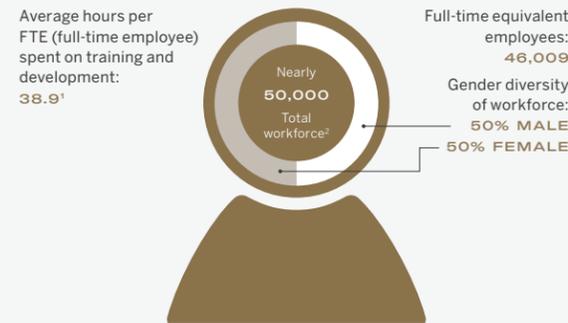
DIVERTED MATERIALS (SHORT TONS)



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.

SOCIAL

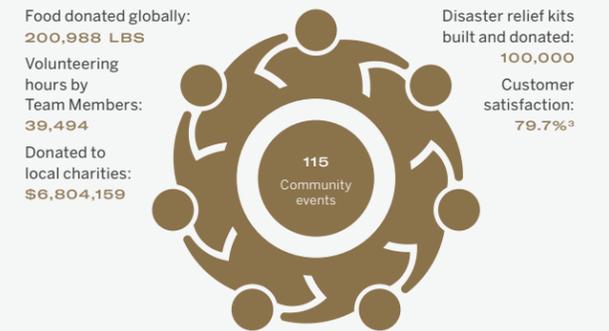
PEOPLE



NOTES

¹ Average hours of training 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.

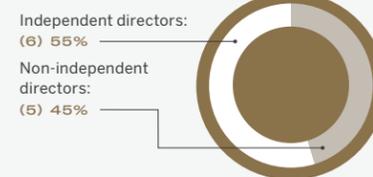
COMMUNITIES



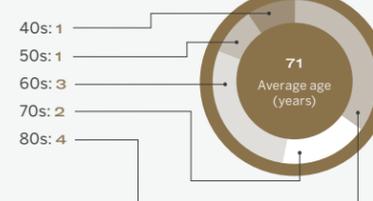
GOVERNANCE

BOARD

DIRECTOR INDEPENDENCE



AGE DISTRIBUTION



DIRECTOR TENURE



Gender Diversity of Board:

91% MALE, 9% FEMALE

ETHICAL CONDUCT



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.

IMPORTANT 2020 DEVELOPMENTS

DIVERSITY, EQUITY AND INCLUSION

As a business, we are committed to ensuring an inclusive, integrated and collaborative working environment with a deep appreciation and respect for the diverse backgrounds 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 to 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 crystallize this feedback into a refreshed and accelerated DEI program. Our plan is to greatly amplify our foundational efforts to ensure we are fully addressing the needs and viewpoints of our Team Members, guests, business partners and all external stakeholders.

Diversity, equity and inclusion will remain at the forefront of our efforts in 2020 and beyond.



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.

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, testing 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 installment 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.

Despite 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.

WATER STEWARDSHIP

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:

- 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.

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 [Seven 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
- [Get 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

[Read more about the selected projects](#)

"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



ENVIRONMENT

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.



◀ Two great egrets in Taipa-Cotai mangrove forest, an area under study by University St. Joseph supported by the Sands Drop by Drop Project. Photograph by João Monteiro



OUR AREAS OF FOCUS

▲ Sheraton Grand Macao Hotel atrium skylight

◀ Singapore skyline with Marina Bay Sands

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.

ENVIRONMENTALLY RESPONSIBLE OPERATIONS

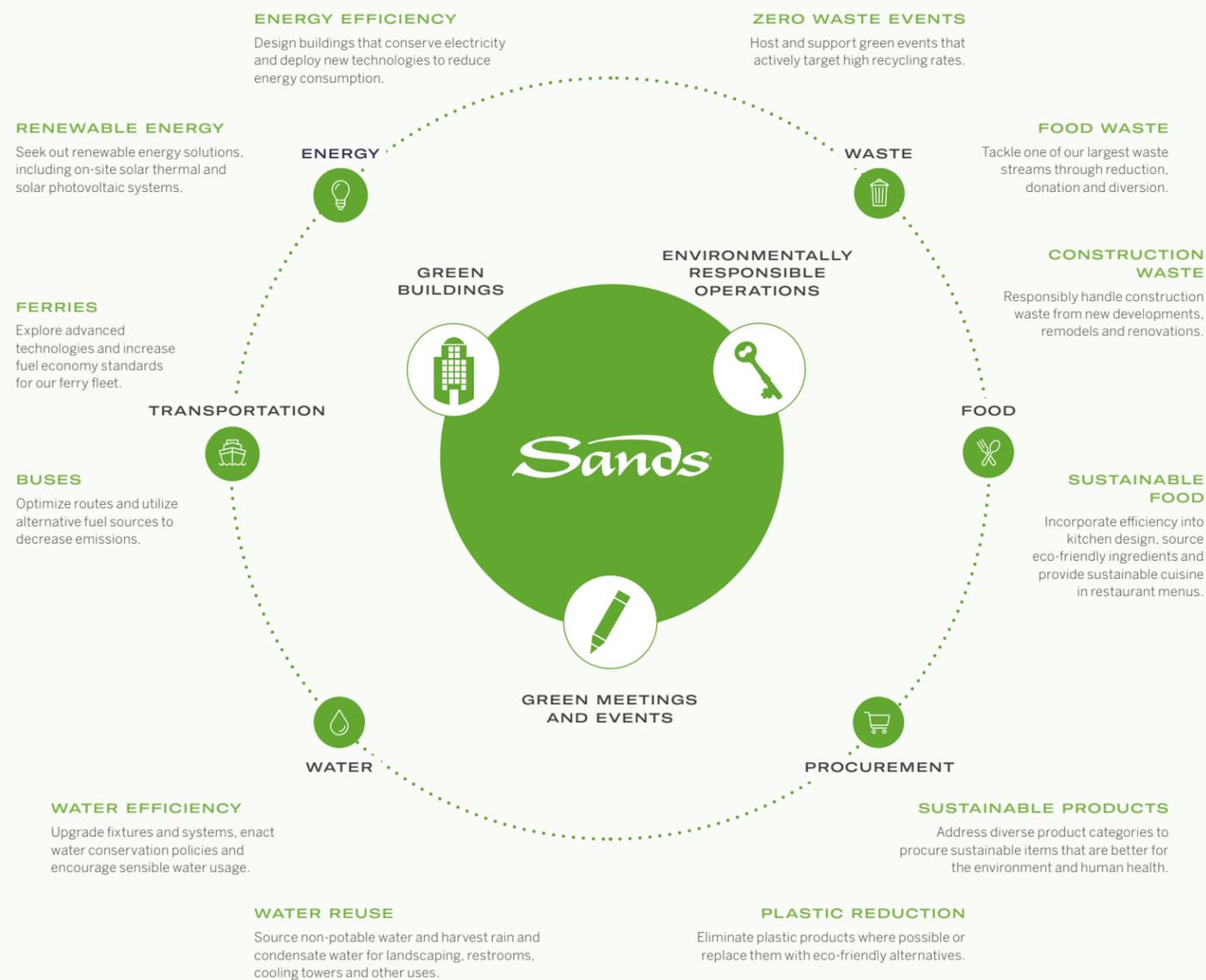
On average, the operation of a building over its lifetime likely considerably exceeds the initial environmental impacts of construction. Implementing environmentally sound operational practices reduces natural resource consumption, improves air quality and enhances the health and comfort of our guests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

IMPORTANT ISSUES

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.



ENERGY AND CLIMATE CHANGE

MANAGEMENT APPROACH

Energy, water and waste have been cornerstones of the Sands ECO360 program since its 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.

STRATEGY

Energy has been identified as one of our six key themes through [stakeholder engagement](#) and [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 greenhouse gas (GHG) emissions reduction goals with the Science Based Targets initiative (SBTi). Guided by SDG 7, Affordable and Clean Energy, we focused on energy efficiency (target 7.3) and renewable energy (target 7.10).

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.

Our Environmental Management System assesses transition risks such as emerging climate-related legislation and carbon tax regulations. All of our properties are assigned energy-reduction targets and implement energy efficiency, optimization and conservation projects (ECOTracker projects) to mitigate weather-related energy increases or utility cost impacts. We also review sustainability trends and update our green meeting practices and services, such as providing 100 percent renewable energy for events.

Our approach is always transparent and includes third-party verification of our efforts. Our science-based targets are visible to many stakeholders, and our emissions reporting is validated annually in accordance with the ISO 14604-3 assurance standard.

OUR 2019 PERFORMANCE

Our goal is to reduce the environmental footprint of existing properties and offset the impact of new developments. Our 2020 targets are to reduce the emissions from both resort and ferry operations by 6 percent. Compared with the 2015 baseline, we reduced absolute Scope 1 and 2 market-based emissions by 12.4 percent and 11.4 percent for resort and ferry operations respectively, thanks to efficiency projects, more sustainable grid systems and renewable energy certificates.



COMMITTED TO RENEWABLE ENERGY

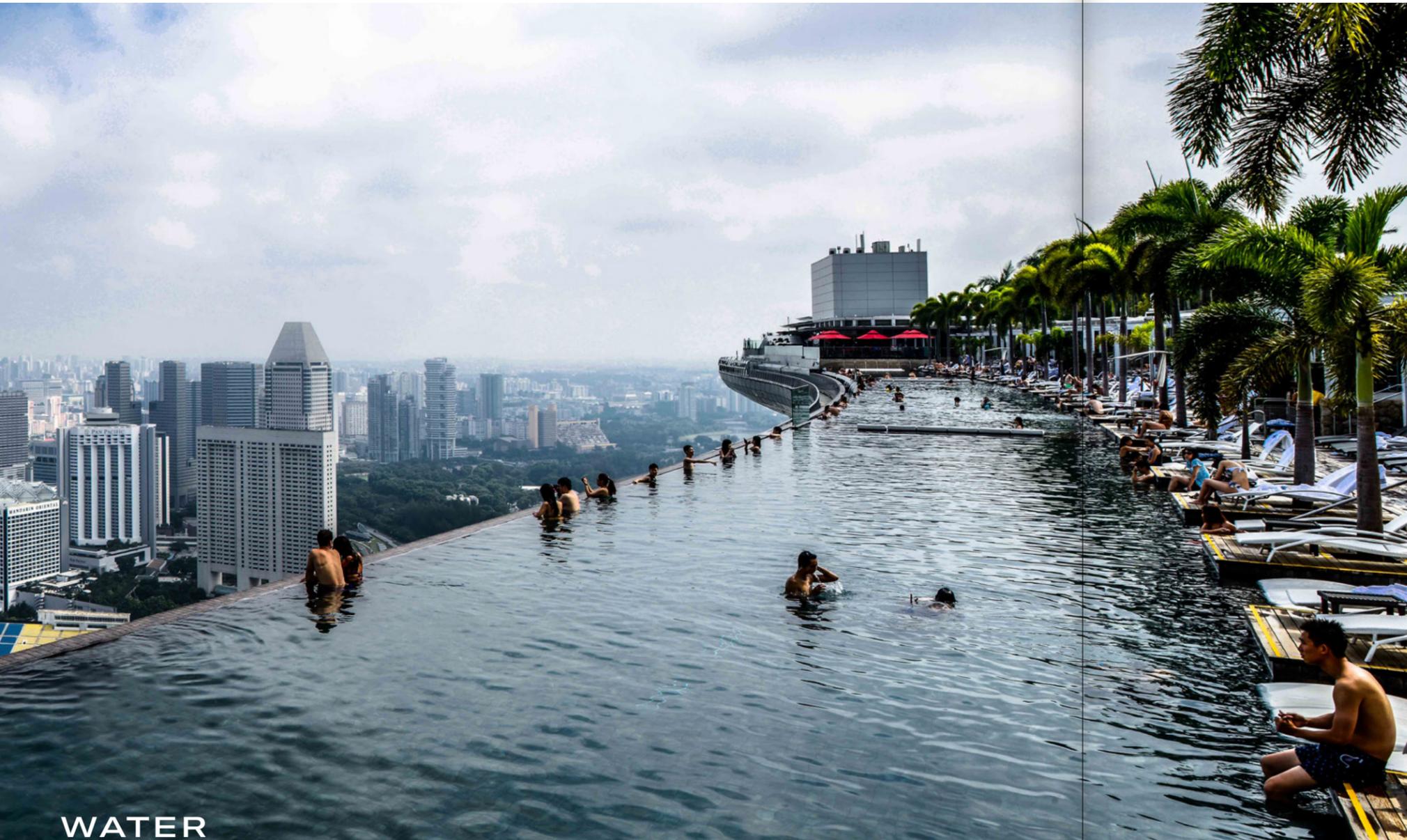
The **Venetian Resort Las Vegas and Sands Expo and Convention Center** worked with NV Energy, a local utility company, to secure sufficient renewable energy certificates to cover 100 percent of its electricity use. The arrangement will provide more than 200 million kWh of electricity every year from 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 CO₂e emissions a year.

 **947,316**
METRIC TONS CO₂e
Carbon footprint

 **7.1**
MILLION GJ
Total energy consumption



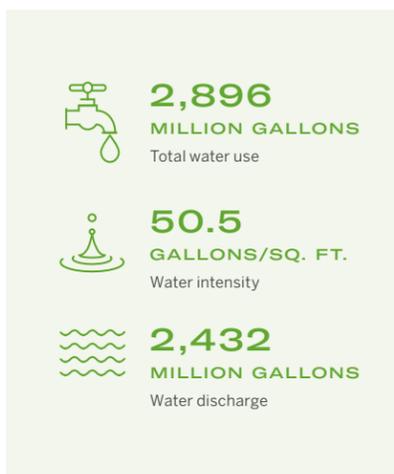
WATER

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.



▲ SkyPark at Marina Bay Sands, Singapore

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.

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 owned operations globally
- More than 3,100 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 Bruges 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.

 **93%**
Percentage of paper hygiene products from sustainable sources

 **87%**
Percentage of light bulbs purchased that are LED



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.



SUSTAINABLE FOOD

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.

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.

 **\$9.3M**
spend on seafood from responsible or sustainable sources

TRANSPORT

We strive to reduce the environmental impact of the transportation we use.

Our premium high-speed ferry services connecting Hong Kong with our properties in Macao, provided by Cotai Water Jet, are our main transportation impact. In 2019, we reduced the carbon emissions from our ferry operations by optimizing sailing schedules.

Our transportation department has also implemented a two-year vehicle replacement plan, through which we aim to reduce the number of buses and replace older versions with cleaner energy versions. Since 2016, we have added vehicles that run on compressed natural gas (CNG), a cleaner fuel source with less harmful pollutants, to our fleet in Macao to minimize air pollution. All Parisian Macao buses run on CNG and we plan for all our guest shuttle buses to run on CNG or electricity by 2021.

 **82**
Charging points for electric vehicles at our resorts

 **103**
CNG and electric-powered buses utilized to serve our resorts in Macao



SOCIAL

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.



◀ Earth Hour 2019 Festival for Nature, Event Plaza at Marina Bay Sands, Singapore

Sands Cares Ambassadors during home visits for the elderly ▶



OUR AREAS OF FOCUS

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.

PEOPLE

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.

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.

◀ Sands Cares volunteers at The Great Garden Build organized by Green Our Planet



PEOPLE

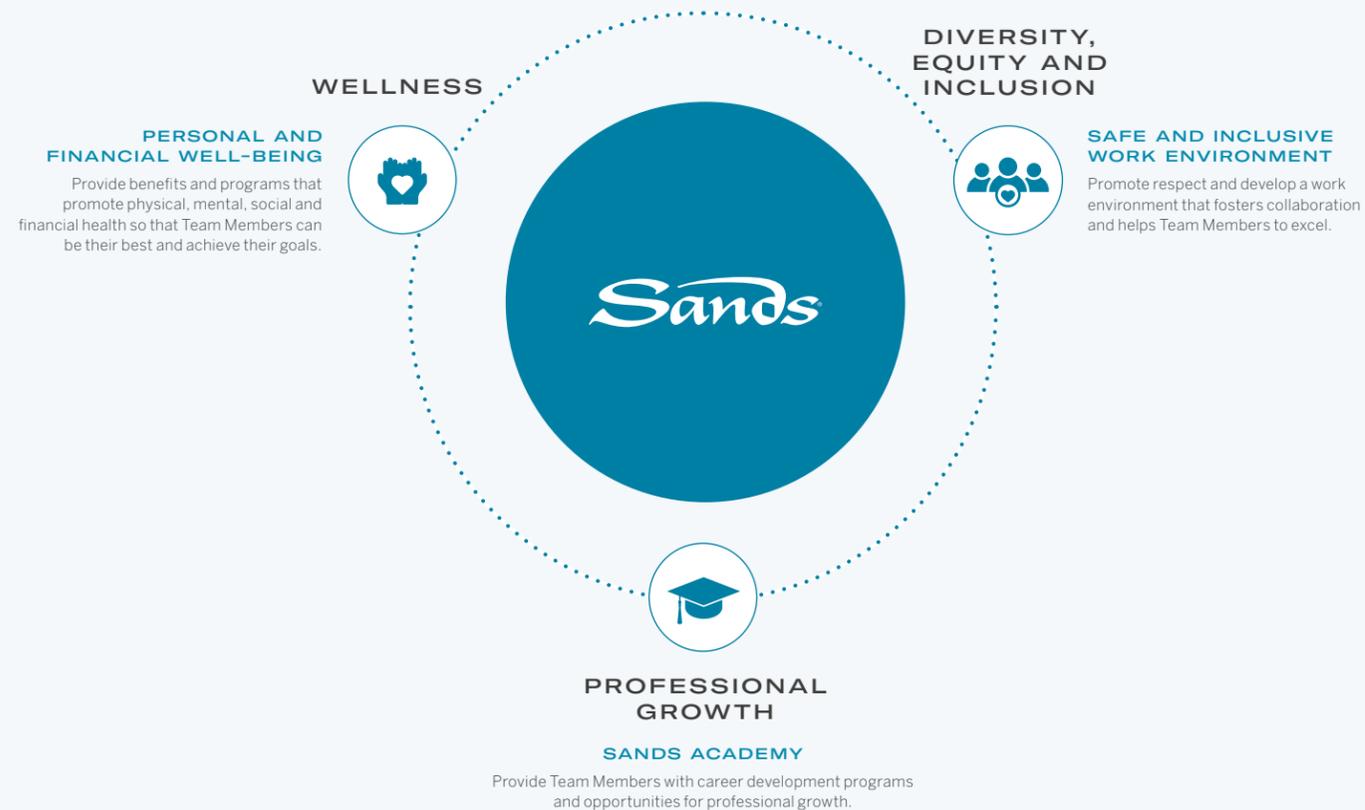
IMPORTANT ISSUES

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 fulfill their potential while making 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.



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.

WELLNESS

PHYSICAL AND MENTAL HEALTH

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.

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.

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.

Nearly **50,000**
Total workforce¹

50:50
Gender diversity of workforce

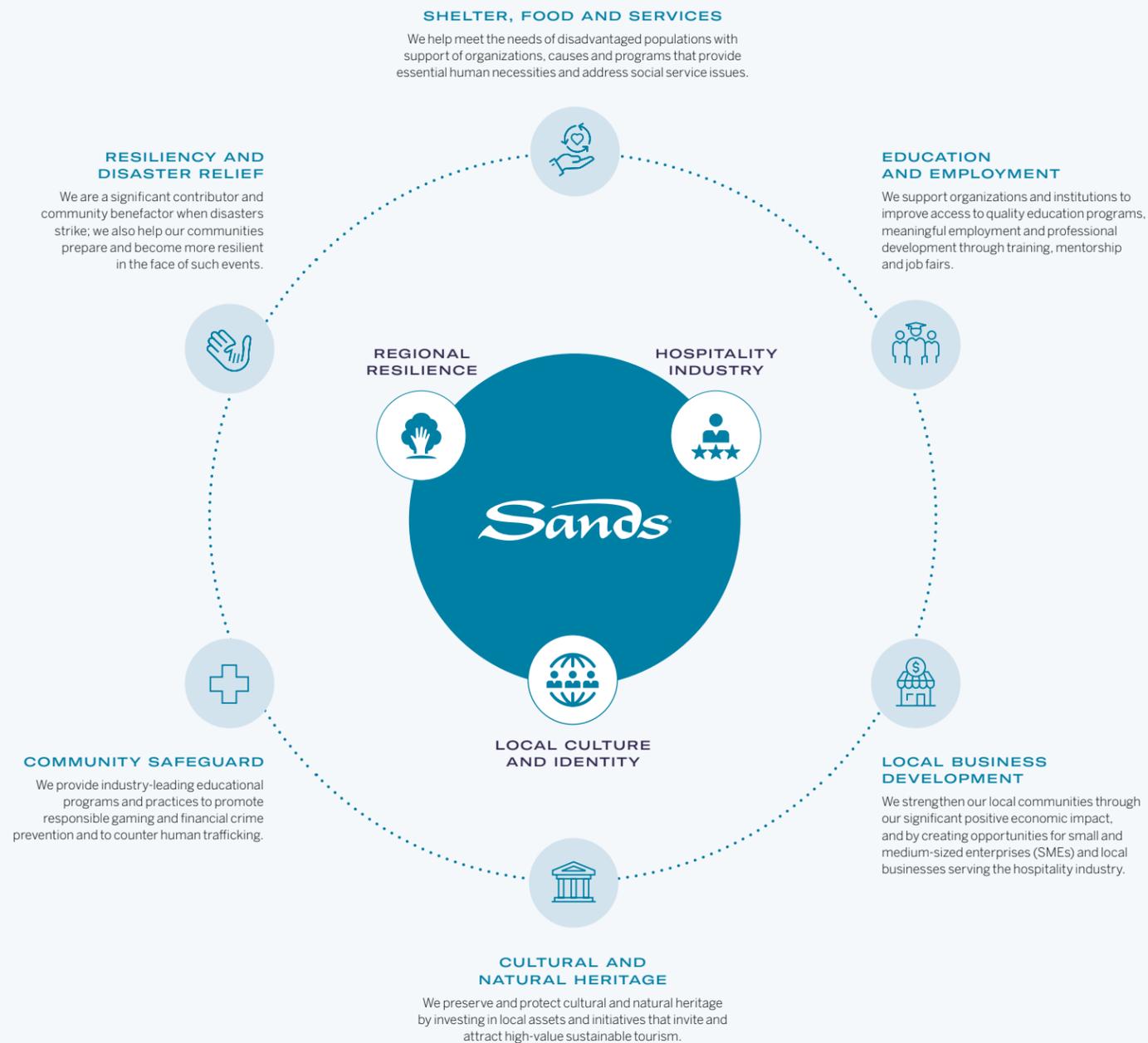
46,009
Full-time equivalent employees

¹Our 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.

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:



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.



200,988 LBS
Food donated globally



\$6,800,000
Donated to local charities



115
Community events



100,000
Disaster relief kits built and donated



39,494
Volunteer hours by Team Members

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.



PRESERVING REGIONAL AND CULTURAL HERITAGE



40,000+

Attendees of a three-day Earth Hour festival of music, food and culture hosted by MBS and organized by World Wide Fund for Nature.

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.

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.

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.

GOVERNANCE

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.



OUR AREAS OF FOCUS

As a responsible corporate citizen, Sands has established a framework of processes and programs, from corporate governance protocols to ethics and environmental performance policies, to ensure our company is a leader in ethics, compliance and responsible business practices.

CORPORATE GOVERNANCE

Our aspiration is a high level of corporate governance demonstrated through ethical business conduct, robust corporate citizenship and strong environmental stewardship. The Board is the primary stakeholder influencing the company's corporate governance.

ESG GOVERNANCE

Environmental sustainability governance is guided by the Sands ECO360 strategy with leadership provided by the Executive Vice President and Chief Financial Officer. The governance of social matters – including our DEI efforts and our charitable giving and community engagement program, Sands Cares – is the responsibility of our President and Chief Operating Officer. Corporate governance issues, including policies and procedures, are implemented by the compliance and legal departments, led by our Global General Counsel.

ETHICAL CONDUCT

We respect the rights of all individuals, do business legally and ethically, protect our company and our investors and enhance our communities in line with our Code of Business Conduct and Ethics. We also seek to promote responsible gaming, prevent financial crimes and establish counter-human trafficking methods and awareness through Sands Project Protect.

HEALTH AND SAFETY

The safety of our guests and Team Members is our first priority. We follow all applicable laws and safety protocols covering public health and environmental laws, maintain all facilities to a high standard and empower Team Members to act to ensure people's safety.

RESPONSIBLE SOURCING

Sustainable procurement is an integral part of the Sands ECO360 Global Sustainability program. Taking the impacts of the products and materials used in the construction and operation of our resorts into account, we strive to source products that do not negatively affect human health or the environment, and that benefit communities.

CYBERSECURITY AND DATA PRIVACY

We use a range of administrative, technical and physical systems to protect guest and Team Member data from accidental, unlawful or unauthorized access, disclosure or use, in compliance with local, national and international data protection regulations.



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.

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.

ESG GOVERNANCE

ENVIRONMENTAL

Environmental sustainability governance is guided by the Sands ECO360 strategy, integrated across all operations worldwide. Leadership and responsibility for this strategy sit with the Executive Vice President and Chief Financial Officer, who is also a member of the Board. The implementation is the responsibility of the Chief Procurement and Sustainability Officer, who leads the global sustainability department.

SOCIAL

Governance of social matters including our DEI efforts and our world-class community engagement and charitable giving program, Sands Cares, is under the purview of our President and Chief Operating Officer who also serves on the company's Board. Day-to-day execution of these programs is led by the Senior Vice President of Global Communications and Corporate Affairs.

GOVERNANCE

Under the broad umbrella of checks and balances, corporate governance issues including policies and procedures are the ultimate responsibility of the compliance and legal departments, led by our Global General Counsel, with strong support from the Board's nominating and governance committee.

DIRECTOR INDEPENDENCE



DIRECTOR TENURE



AGE DISTRIBUTION



BOARD 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 proactive due diligence and complying with the United Nations Guiding Principles on Business and Human Rights (UNGPs). Where we are directly linked to human rights impacts through our business relationships, we will seek ways to positively influence the human rights actions of our business partners, including our suppliers.

[See our Human Rights Statement for more information](#)

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:



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 now 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.



CYBERSECURITY AND DATA PRIVACY

In the course of business, we collect and use information to provide world-class products, services and experiences. Guests and Team Members 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



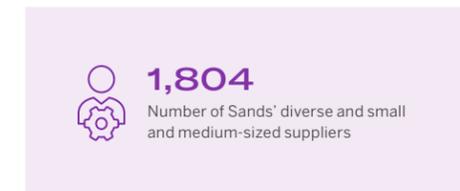
▲ Local small, medium and micro supplier open day 2019 at Sands China Ltd.

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.



We are focused on the success of small and medium-sized enterprises (SMEs) in our host markets.



ABOUT LAS VEGAS SANDS

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.



Sands® ESG APPENDIX



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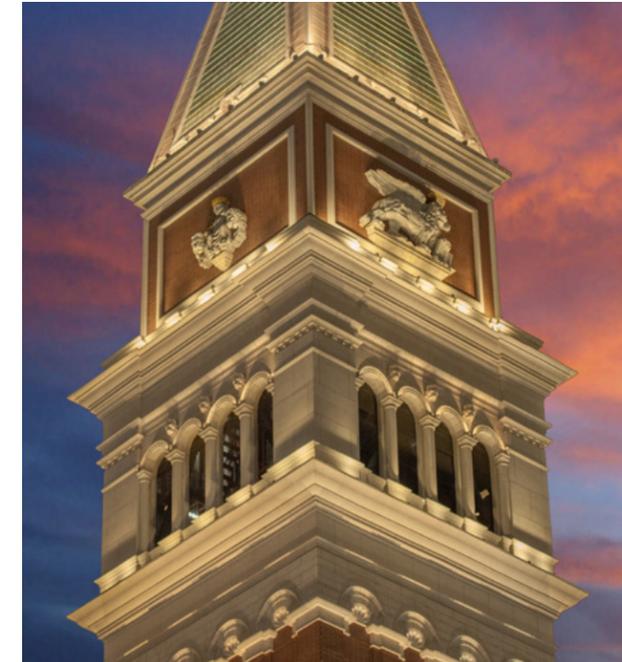
ABOUT THIS REPORT



SCOPE OF REPORT

Our report draws on the performance highlights of the calendar year 2019. It covers the full scope of our global operations, including majority-owned subsidiaries.

Report content and topic boundaries are defined by taking into account the most significant economic, environmental and social impacts, as well as the concerns of our stakeholders. We do this by continually monitoring feedback from stakeholders who can be reasonably considered to affect, or be affected by, our business operations. We incorporate the Greenhouse Gas Protocol when determining our Boundary for Scope 1, 2 and 3 emissions.



ESG DATA

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.

◀ The Parisian Macao Main Lobby

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.



ENVIRONMENT

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](#).

Lily pond at ArtScience Museum, Marina Bay Sands, Singapore

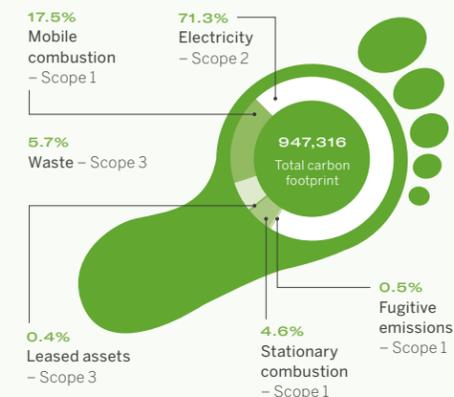


OUR PERFORMANCE HIGHLIGHTS

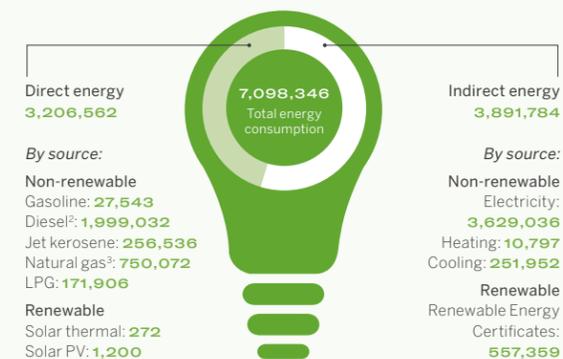
Our carbon footprint is based largely on the electricity we use to operate our resorts, and the emissions associated with transportation. Almost 85 percent of the water we utilize is returned to local water systems for reuse, which is especially important in arid locations such as Las Vegas. We have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

ENERGY AND EMISSIONS

CARBON FOOTPRINT (MT CO₂e)¹

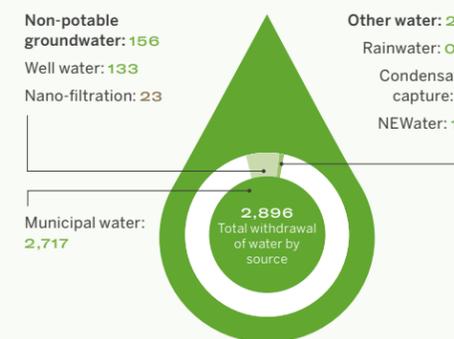


ENERGY CONSUMPTION (GIGAJOULES)



WATER

TOTAL WATER USE (MILLION GALLONS)



WASTE

DIVERTED MATERIALS (SHORT TONS)



NOTES

¹ Emissions calculated from primary data and assured by a third party; excludes Scope 3 emissions calculated using spend-based model.
² Diesel includes mobile diesel, stationary diesel and marine fuel.
³ Natural gas includes CNG, town gas and natural gas.
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.

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.

GHG EMISSIONS						
GHG EMISSIONS SUMMARY	2015	2016	2017	2018	2019	FRAMEWORK
SCOPE 1 (MT CO ₂ e)	239,279	249,343	244,607	252,510	214,263	GRI 305-1, CDP C6.1, WEF Planet Climate Change (CMD)
SCOPE 2 LOCATION-BASED (MT CO ₂ e)	774,715	785,183	809,729	730,095	766,936	GRI 305-2, CDP C6.2, C6.3, WEF Planet Climate Change (CMD)
SCOPE 2¹ MARKET-BASED (MT CO ₂ e)	774,715	785,183	757,359	686,185	675,385	GRI 305-2, CDP C6.2, C6.3, WEF Planet Climate Change (CMD)
SCOPE 3² (MT CO ₂ e)					594,077	GRI 305-3, CDP C6.5, WEF Planet Climate Change (CMD)
SCOPE 3³ (MT CO ₂ e)					57,568	
GHG INTENSITY (MT CO ₂ e/REVENUE \$)					0.000066	GRI 305-4, CDP C6.10
APPROVED SCIENCE BASED TARGETS INITIATIVE (SBTI) TARGET		Yes	Yes	Yes	Yes	CDP C4.1, WEF Planet Climate Change (EMD)

¹ Per the GHG Protocol, Scope 2 location-based emissions have been used as a proxy for 2015 and 2016, since market-based emission factors were not available.

² This figure represents total Scope 3 emissions from all relevant Scope 3 categories. Emissions from waste and leased assets were calculated using primary data and account for 54,107 MT CO₂e and 3,461 MT = CO₂e of the total respectively. All other Scope 3 categories were calculated using a spend-based model.

³ This figure represents Scope 3 emissions for leased assets and waste. The total Scope 3 emissions are 594,077 MT CO₂e.

ENERGY						
ENERGY SUMMARY	2015	2016	2017	2018	2019	FRAMEWORK
ENERGY CONSUMPTION (GJ)		7,355,735	7,427,011	7,432,578	7,098,346	GRI 302-1, SASB SV-CA-130a.1, CDP C8
GRID ELECTRICITY (% OF TOTAL ENERGY)		49%	50%	48%	51%	SASB SV-CA-130a.1
ENERGY INTENSITY (GJ/CONDITIONED SQ. FT.)					0.15	GRI 302-3
RENEWABLE ENERGY (% OF INDIRECT ENERGY)		0.1%	0.1%	0.1%	7.9%	SASB SV-CA-130a.1, CDP C8

WATER

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.

WATER USE						
WATER SUMMARY	2015	2016	2017	2018	2019	FRAMEWORK
WATER WITHDRAWAL (MEGALITERS)		10,387	10,753	10,955	10,961	GRI 303-3, CDP W1.2b
WATER DISCHARGE (MEGALITERS)					9,207	GRI 303-4, CDP W1.2b
WATER WITHDRAWAL IN HIGH-STRESS REGIONS			0.0%	0.0%	0.0%	CDP W1.2d, SASB SV-HL-140a.1, WEF Planet Freshwater availability (CMD)
WATER CONSUMPTION (MEGALITERS)			1,920	1,752	1,754	GRI 303-5, CDP W1.2b, SASB SV-HL-140a.1
WATER USE INTENSITY (GAL/SQ. FT.)					50.5	

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.

WASTE DISPOSED						
WASTE SUMMARY	2015	2016	2017	2018	2019	FRAMEWORK
TOTAL WASTE DISPOSED (MT)	70,366	67,801	74,244	79,820	103,123	GRI 306-3
TOTAL DIVERSION RATE	30%	31%	31%	32%	25%	GRI 306-4

BIODIVERSITY

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.

BIODIVERSITY AND ECOSYSTEMS		
ECOSYSTEM PROTECTION AND CLIMATE ADAPTATION	2019	FRAMEWORK
NUMBER OF LODGING FACILITIES LOCATED IN FEMA SPECIAL FLOOD HAZARD AREAS OR FOREIGN EQUIVALENT	6	SASB SV-HL-450a.1
NUMBER OF LODGING FACILITIES IN OR NEAR AREAS OF PROTECTED CONSERVATION STATUS OR ENDANGERED SPECIES HABITAT	0	GRI 304-1, SASB SV-HL-160a.1



SOCIAL

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 other 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

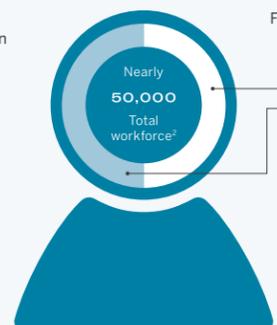
The company provides an array of additional benefits to help our Team Members to achieve a greater work-life balance. Depending on location, these include: additional leave, such as holiday, study and marriage leave; subsidized childcare; fitness centers; subsidized meals; a range of discounts on retail 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.

OUR PERFORMANCE HIGHLIGHTS

The social section of the ESG Appendix includes Team Member metrics linked to our People pillar and outreach metrics connected to our Community pillar. Compliance and ethical business conduct-related training data is included in the Governance section.

PEOPLE

Average hours per FTE (full-time employee) spent on training and development: **38.9¹**



Full-time equivalent employees: **46,009**

Gender diversity of workforce: **50% MALE**
50% FEMALE

COMMUNITIES

Food donated globally: **200,988 LBS**

Volunteering hours by Team Members: **39,494**

Donated to local charities: **\$6,804,159**



Disaster relief kits built and donated: **100,000**

Customer satisfaction: **79.7%³**

NOTES

¹ Average hours of training 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 represents the percentage of customers surveyed (both respondents and non-respondents) out of the total number of reservations.

Main Lobby at Marina Bay Sands, Singapore

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.

GENDER DIVERSITY	FEMALE	MALE	FRAMEWORK
SHARE OF TOTAL WORKFORCE	50%	50%	GRI 405-1b, WEF People Diversity and Inclusion (CMD)
ALL MANAGEMENT POSITIONS	43%	57%	GRI 405-1b, WEF People Diversity and Inclusion (CMD)
JUNIOR MANAGEMENT POSITIONS	44%	56%	GRI 405-1b, WEF People Diversity and Inclusion (CMD)
TOP MANAGEMENT POSITIONS	31%	69%	GRI 405-1b, WEF People Diversity and Inclusion (CMD)
REVENUE GENERATING MANAGEMENT POSITIONS	52%	48%	GRI 405-1b, WEF People Diversity and Inclusion (CMD)

RACIAL DIVERSITY (U.S. OPERATIONS ONLY)	FEMALE	MALE	FRAMEWORK
AMERICAN INDIAN OR ALASKA NATIVE	0.2%	0.1%	GRI 405-1b, WEF People Dignity and Equality (CMD)
ASIAN	13.0%	11.3%	GRI 405-1b, WEF People Dignity and Equality (CMD)
BLACK OR AFRICAN AMERICAN	3.8%	4.4%	GRI 405-1b, WEF People Dignity and Equality (CMD)
HISPANIC OR LATINO	19.5%	15.1%	GRI 405-1b, WEF People Dignity and Equality (CMD)
WHITE	11.4%	18.7%	GRI 405-1b, WEF People Dignity and Equality (CMD)
TWO OR MORE RACES	1.2%	1.3%	GRI 405-1b, WEF People Dignity and Equality (CMD)

AGE	FEMALE	MALE	FRAMEWORK
LESS THAN 30 YEARS	7.6%	8.5%	GRI 405-1b, WEF People Dignity and Equality (CMD)
30-40 YEARS	14.3%	17.2%	GRI 405-1b, WEF People Dignity and Equality (CMD)
40-50 YEARS	12.9%	11.4%	GRI 405-1b, WEF People Dignity and Equality (CMD)
50-60 YEARS	11.5%	8.3%	GRI 405-1b, WEF People Dignity and Equality (CMD)
MORE THAN 60 YEARS	3.8%	4.6%	GRI 405-1b, WEF People Dignity and Equality (CMD)

EMPLOYMENT TYPE	LAS VEGAS	MARINA BAY SANDS	SANDS CHINA LTD.	FRAMEWORK
TOTAL WORKFORCE	10,313	10,459	26,373	GRI 405-1b, WEF People Dignity and Equality (CMD)
PERMANENT FULL-TIME	7,758	10,412	26,212	GRI 405-1b, WEF People Dignity and Equality (CMD)
PERMANENT PART-TIME	20	47	161	GRI 405-1b, WEF People Dignity and Equality (CMD)
TEMPORARY	2,535	0	-	GRI 405-1b, WEF People Dignity and Equality (CMD)

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.

LAS VEGAS SANDS			
EMPLOYEE ENGAGEMENT ¹	2017	2018	2019
DATA COVERAGE (NUMBER)	14,947	35,743	-
ACTIVELY ENGAGED EMPLOYEES (NUMBER)	11,509	27,248	-
DATA COVERAGE	58%	73%	-
ACTIVELY ENGAGED EMPLOYEES	45%	56%	-

¹ 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 operations only. No survey conducted in 2019.

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.

TRAINING AND DEVELOPMENT	2019	FRAMEWORK
AVERAGE HOURS OF TRAINING PER FULL-TIME-EMPLOYEE (FTE)	39	GRI 404-1, WEF People Skills for the Future (CMD)
TEAM MEMBERS RECEIVING REGULAR PERFORMANCE REVIEWS	81.4%	GRI 404-3
OPEN POSITIONS FILLED BY INTERNAL CANDIDATES	13%	

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.

BENEFITS	2019	FRAMEWORK
% OF EMPLOYEES PARTICIPATING IN HEALTH PROGRAMS	97%	GRI 201-3e, WEF People Health and Well-being (CMD & EMD)
% OF EMPLOYEES PARTICIPATING IN WELL-BEING PROGRAMS	83%	GRI 201-3e, WEF People Health and Well-being (CMD & EMD)

TURNOVER RATE	2019	FRAMEWORK
TOTAL TEAM MEMBER TURNOVER	11.5%	GRI 401-1, SASB SV-HL-310a.1
VOLUNTARY TEAM MEMBER TURNOVER	8.0%	SASB SV-HL-310a.1

% OF STAFF EARNING ABOVE MINIMUM WAGE	2019	FRAMEWORK
LAS VEGAS	100%	GRI 202-1, SASB SV-HL-310a.3
SINGAPORE*	100%	GRI 202-1, SASB SV-HL-310a.3
MACAO	100%	GRI 202-1, SASB SV-HL-310a.3

*There is no minimum wage requirement/law in Singapore.

FREEDOM OF ASSOCIATION		FRAMEWORK
LAS VEGAS SANDS	9%	Certain culinary personnel are hired from time to time to provide services for trade shows and conventions at Sands Expo Center and are covered under a collective bargaining agreement between Sands Expo Center and the Local Joint Executive Board of Las Vegas, for and on behalf of Culinary Workers Union, Local 226 and Bartenders Union, Local 165. This collective bargaining agreement expired in December 2000, but automatically renews on an annual basis. As a result, Sands Expo Center is operating under the terms of the expired bargaining agreement with respect to these employees. Certain employees in Singapore are associate members of the Attractions, Resorts and Entertainment Union (AREU).

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.

COMMUNITY CONTRIBUTIONS	2019	CUSTOMER SATISFACTION ³	2019
CHARITABLE CASH DONATION (\$)	6,100,227	SATISFIED CUSTOMERS	79.7%
CHARITABLE IN-KIND DONATION (\$)	703,932	DATA COVERAGE	44.8%
NO. OF TEAM MEMBER HOURS VOLUNTEERED	39,494		
NO. OF COMMUNITY EVENTS	115		
POUNDS OF FOOD DONATED ²	200,988		
NO. OF DISASTER RELIEF KITS BUILT AND DONATED	100,000		

² Includes meals rescued from properties, collected through food drives and funded through the Sands Cares program.

³ Customer satisfaction represents percentage of satisfied customers out of total number of customers responding to the survey. Data coverage represents percentage of customers surveyed (both respondents and non-respondents) out of total number of reservations.



GOVERNANCE

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.

The Grand Suites at Four Seasons, Macao

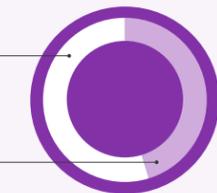
OUR PERFORMANCE HIGHLIGHTS

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.

BOARD

DIRECTOR INDEPENDENCE

Independent directors: (6) 55%
Non-independent directors: (5) 45%

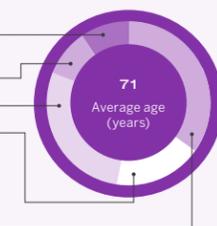


DIRECTOR TENURE

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

AGE DISTRIBUTION

40s: 1
50s: 1
60s: 3
70s: 2
80s: 4



Gender diversity of Board: 91% MALE, 9% FEMALE

ETHICAL CONDUCT

Team Members undergoing Code of Conduct training: 45,048

Team Members undergoing anti-corruption training: 45,336

Team Members undergoing counter-human trafficking training: 45,297

Team Members undergoing responsible gaming training: 47,337



Share of Team Members completing Code of Conduct training: 95.6%

Share of Team Members completing anti-corruption training: 96.7%

Share of Team Members completing counter-human trafficking training: 97.0%

Total hours of responsible gaming completed: 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.

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.

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

BOARD MEETINGS AND COMMITTEES	MEMBERS	INDEPENDENT DIRECTORS	MEETINGS	FRAMEWORK
BOARD OF DIRECTORS	11	6	6	GRI 102-18
AUDIT COMMITTEE	4	4	7	GRI 102-18
COMPENSATION COMMITTEE	3	3	5	GRI 102-18
NOMINATING AND GOVERNANCE COMMITTEE	3	3	5	GRI 102-18
COMPLIANCE COMMITTEE	4	4	4	GRI 102-18

CEO PAY RATIO	2019	FRAMEWORK
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)

ETHICAL CONDUCT

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.

CODE OF CONDUCT TRAINING	COMPLETED	%	FRAMEWORK
DIRECTORS AND ABOVE	888	92.8%	GRI 205-2, WEF Principles of Governance, Ethical Behavior
MANAGERS/SUPERVISORS	6,748	96.4%	GRI 205-2, WEF Principles of Governance, Ethical Behavior
SALARIED/SPECIALISTS	2,808	98.5%	GRI 205-2, WEF Principles of Governance, Ethical Behavior
HOURLY/OPERATIONS	34,604	97.0%	GRI 205-2, WEF Principles of Governance, Ethical Behavior
TOTAL	45,048	95.6%	GRI 205-2, WEF Principles of Governance, Ethical Behavior

ANTI-CORRUPTION TRAINING	COMPLETED	%	FRAMEWORK
DIRECTORS AND ABOVE	884	92.4%	GRI 205-2, WEF Principles of Governance Ethical Behavior
MANAGERS/SUPERVISORS	8,639	97.0%	GRI 205-2, WEF Principles of Governance Ethical Behavior
SALARIED/SPECIALISTS AND HOURLY/OPERATIONS	35,813	96.8%	GRI 205-2, WEF Principles of Governance Ethical Behavior
TOTAL	45,336	96.7%	GRI 205-2, WEF Principles of Governance Ethical Behavior

ANTI-MONEY LAUNDERING TRAINING ⁴	COMPLETED	%	FRAMEWORK
DIRECTORS AND ABOVE	461	100%	GRI 205-2, WEF Principles of Governance, Ethical Behavior
MANAGERS/SUPERVISORS	3,854	99.5%	GRI 205-2, WEF Principles of Governance, Ethical Behavior
SALARIED/SPECIALISTS	2,149	100%	GRI 205-2, WEF Principles of Governance, Ethical Behavior
HOURLY/OPERATIONS	18,064	97.7%	GRI 205-2, WEF Principles of Governance, Ethical Behavior
TOTAL	24,528	98.2%	GRI 205-2, WEF Principles of Governance, Ethical Behavior

COUNTER-HUMAN TRAFFICKING TRAINING	COMPLETED	%	FRAMEWORK
DIRECTORS AND ABOVE	883	92.3%	GRI 412-2
MANAGERS/SUPERVISORS	8,702	98.1%	GRI 412-2
SALARIED/SPECIALISTS AND HOURLY/OPERATIONS	35,712	96.9%	GRI 412-2
TOTAL	45,297	97.0%	GRI 412-2

NON-DISCRIMINATION TRAINING (EXCLUDING MARINA BAY SANDS)	COMPLETED	%	FRAMEWORK
DIRECTORS AND ABOVE	708	91.3%	GRI 412-2
MANAGERS/SUPERVISORS	5,274	97.1%	GRI 412-2
SALARIED/SPECIALISTS	855	90.4%	GRI 412-2
HOURLY/OPERATIONS	28,498	96.5%	GRI 412-2
TOTAL	35,335	96.1%	GRI 412-2

DATA PRIVACY/CYBERSECURITY	2019	FRAMEWORK
REPORTABLE INFORMATION SECURITY/CYBERSECURITY BREACHES	0	GRI 418-1
BREACHES OF CUSTOMER PRIVACY	0	GRI 418-1

BUSINESS CONDUCT VIOLATIONS	2019	FRAMEWORK
CONFIRMED BRIBERY/CORRUPTION CASES OR INVESTIGATIONS	0	GRI 205-3, SV-CA-510a.2
INCIDENTS OF NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS	0	GRI 307

⁴ 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 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.

RESPONSIBLE GAMING	2019	FRAMEWORK
TEAM MEMBERS TRAINED	47,337	SASB SV-CA-260a.1, SV-CA-260a.2
HOURS OF RESPONSIBLE GAMING TRAINING	16,862	SASB SV-CA-260a.1, SV-CA-260a.2
SHARE OF FACILITIES THAT IMPLEMENT THE RESPONSIBLE GAMBLING INDEX	18.4%	SASB SV-CA-260a.1, SV-CA-260a.2
SHARE OF ONLINE GAMING OPERATIONS THAT IMPLEMENT THE NATIONAL COUNCIL ON PROBLEM GAMBLING'S INTERNET RESPONSIBLE GAMBLING STANDARDS	n/a	SASB SV-CA-260a.1, SV-CA-260a.2

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.

SAFETY	2019	FRAMEWORK
WORK-RELATED FATALITIES	1	GRI 403-9, WEF People Health and Wellbeing (CDM)
HIGH-CONSEQUENCE WORK-RELATED INJURIES	419	GRI 403-9, WEF People Health and Wellbeing (CMD)
RECORDABLE WORK-RELATED INJURIES	1,413	GRI 403-9
LOST DAYS DUE TO WORK-RELATED INJURY	29,720	
TOTAL NUMBER OF HOURS WORKED	93,431,998	WEF People Health and Wellbeing (CMD)
ABSENTEE RATE OF ALL EMPLOYEES ⁵	2.7%	WEF People Health and Wellbeing (EMD)
SHARE OF GAMING FLOOR WHERE SMOKING IS ALLOWED	19.8%	SASB SV-CA-320a.1
SHARE OF STAFF WORKING IN AREAS WHERE SMOKING IS ALLOWED	22.7%	SASB SV-CA-320a.2

⁵ Absentee rate only includes data from our Singapore and Macao operations and therefore represents approximately 89 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.

SDG INDEX

SDGs	RELEVANCE OR WHY IT MATTERS	LOCATION OR DESCRIPTION	SDG TARGETS	SANDS TARGETS OR PROGRESS
Planet				
Identified as a key theme through materiality analysis				
2019 projects and initiatives				
2020 targets (from 2015 baseline)				
SDG 6 	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.	<p>In 2019, we implemented 17 water conservation projects globally, estimated to save 78 million gallons annually.</p> <p>In Macao, automatic sensors have been installed in dishwashing stations, which have shown 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 in the future.</p> <p>In Las Vegas, we finished an infrastructure upgrade that would allow us to use nearly 100 percent non-municipal water in the cooling towers.</p> <p>In Marina Bay Sands, we installed a new water-efficient dishwasher in one of our Team Member dining rooms.</p>	6.4: Substantially increase water-use efficiency across all sectors.	3% Water consumption reduction per square foot
SDG 7 	Our resorts make up tens of millions of square feet of building space, all of which requires energy to heat, cool and light. Since 2016, we've invested more than \$49 million in energy efficiency technologies and implemented 247 projects to reduce our electricity consumption and GHG emissions.	<p>In 2019, we completed 54 energy efficiency projects that are expected to save more than 49.6 million kWh of electricity annually.</p> <p>In 2019, we worked with our local electricity provider in Las Vegas to secure renewable energy certificates (RECs) for 100 percent of our operations in Las Vegas. We also began procuring RECs from a local solar facility for Marina Bay Sands.</p> <p>In Sands China Ltd., we built a large rooftop solar thermal plant to supply the Sky Tower at Sheraton with renewable energy for heating, cooling and hot water.</p>	7.3: Double the global rate of improvement in energy efficiency. 7.2: Increase substantially the share of renewable energy in the global energy mix.	6% Emissions reduction for resort operations 6% Emissions reduction for ferry operations (SBTI-approved targets)
SDG 12 	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. We assess banquets, restaurants and dining halls for food waste minimization and recycle an additional 27 types of commodities and eliminate unnecessary products to reduce waste generation.	<p>All our properties conducted pilot food waste projects aimed at identifying opportunities for waste reduction, including the installation of scales to measure food waste in certain outlets, banquet food waste assessment and the composting of eggshells and leftover coffee grounds at a local facility.</p> <p>Sands China Ltd. started donating leftover food to two local charities, Anima (Society for the Protection of Animals in Macau) and AAPAM (Abandoned Animals Protect Association of Macau). The team donated 187.4 pounds of food, in addition to 170 pillows and 75 bathrobes that will be used as blankets and bedding.</p>	12.5: Substantially reduce waste generation through prevention, recycling and reuse. 12.3: Halve per capita global food waste.	5% Increase in the diversion rate
Communities				
Alignment with our corporate responsibility key issues				
SDG 2 	Solving food insecurity and reducing food waste are inherently connected.	<p>Sands chaired the local industry Food Security Working Group established by the Nevada Resort Association's CSR Committee to address food recovery and donations to eliminate food insecurity.</p> <p>In Las Vegas, The Venetian Resort provided 174,000 pounds of food to various relief organizations, as well as supported the annual Bag Childhood Hunger drive for Three Square Food Bank – a yearly event to fund meals for school-aged children during the summer months. Marina Bay Sands collected and donated more than 17,000 pounds of food to the local food bank and Food from the Heart, an organization that focuses on hunger alleviation for vulnerable populations. In Macao, Sands China Ltd. donated nearly 8,000 pounds of food, including making its seventh consecutive annual trip to Macau Holy House of Mercy's Welfare Shop where volunteers distributed hundreds of meals to disadvantaged families for Chinese New Year. We also provided leftover food for a local animal shelter.</p>	2.1: Ensure access to safe, nutritious and sufficient food.	199,879 pounds of food donated
SDG 8 	Education and employment: We support organizations and institutions to ensure members of our community have access to quality education and are given the best chance to succeed through meaningful employment. Economic impact and regional heritage: We are committed to strengthening the local communities in which we do business, through our significant positive economic impact as well as initiatives that preserve local culture.	<p>In Las Vegas, The Venetian Resort Las Vegas supports the Young Achievers Externship Program, a one-year paid internship awarded to a Nevada Partnership for Homeless Youth (NPHY) client. The internship includes mentoring, training and the opportunity for sustained employment after the internship concludes.</p> <p>Marina Bay Sands organizes the annual Sands for Singapore Career Kickstarter program, inspiring young people to overcome their perceived limitations and explore the career options available at an Integrated Resort. In 2019, Marina Bay Sands hosted more than 60 young people for a day of tailored workshops, educational tours and dialogue sessions with marketing and operations teams.</p> <p>Marina Bay Sands provides opportunities for Singaporean students interested in the hospitality industry through the Heartware Network Apprenticeship Program, which exposes young people from low-income families to the sector and helps them gain communication and life skills.</p> <p>As part of the University of Nevada, Las Vegas (UNLV) William F. Harrah College of Hospitality, the Sands Center for Professional Development provides a world-class training program for hospitality industry professionals.</p>	8.9: Promote sustainable tourism that creates jobs and promotes local culture and products.	

SDGs	RELEVANCE OR WHY IT MATTERS	LOCATION OR DESCRIPTION	SDG TARGETS	SANDS TARGETS OR PROGRESS
SDG 11 	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.	<p>We invest in organizations that provide shelter and services to people experiencing or at risk of homelessness, including the Built for Zero program and HELP of Southern Nevada's Shannon West Homeless Youth Center, which provides emergency, short-term shelter for young people. We also support Project Homeless Connect, a resource fair that breaks down barriers to housing and self-sufficiency.</p> <p>More than 7,000 showers were provided to homeless and at-risk populations through the Sands Cares Fresh Start Mobile Showers Powered by Clean the World, a traveling hygiene unit that visits various locations in Las Vegas. The unit also distributed more than 8,000 personal care kits, and helped more than 1,000 military veterans and persons with disabilities.</p> <p>We fully underwrote, hosted and helped coordinate the third annual Southern Nevada Youth Homelessness Summit, in conjunction with NPHY, at The Venetian Resort Las Vegas.</p> <p>Sands helped launch NPHY's Housing Expansion Campaign to fund a new facility for homeless young people in Southern Nevada. We provided seed investment to start the campaign, as well as engaged the Jon Bon Jovi Soul Foundation to join the effort, marking its first charitable investment in Southern Nevada.</p>	11.1: Ensure access for all to adequate, safe and affordable housing and basic services.	Number of volunteer hours: 39,494 Number of community events: 115
People				
SDG 1 	Disaster relief and community resiliency: We are a significant contributor and community benefactor when disasters strike; just as importantly, we invest in helping our communities be both prepared for and resilient in the face of disasters.	<p>In response to the local government's call for targeted poverty alleviation in Mainland China, nearly 60 Sands Cares Ambassadors from Macao traveled to Guizhou's Congjiang County for a three-day event. It included distributing supplies at a local primary school, inspecting more than 500 recently installed solar-powered street lamps and providing essential supplies such as food, hygiene items and clothing to 25 local families.</p> <p>Through our relationship 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 ensure the organization's volunteers and staff can respond to disasters swiftly. Sands has also hosted blood drives to benefit the organization, both as stand-alone events and as part of larger volunteer initiatives. 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.</p> <p>Beyond the Clean the World kit build, Sands Cares Ambassadors in Macao assembled 500 emergency typhoon response kits, distributing them in conjunction with the Macao community's precautionary measures ahead of typhoon season.</p>	1.5: Build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters.	
SDG 3 	Good Health and Well-being: Health emergencies can pose a risk to physical, social as well as financial well-being of people. Providing industry-leading benefits enables our Team Members to be productive members of our society.	<p>We provide outstanding medical benefits to our Team Members to ensure they have excellent healthcare options.</p> <p>Some of our properties provide 24/7 fitness center access to Team Members, including free, instructor-led classes.</p> <p>Free eye exams and voluntary annual physical checkup services are offered at our Macao properties and in 2019, Las Vegas and Singapore offered free on-site health screening events and flu vaccinations.</p> <p>In Las Vegas, the myWellness Connection program provides Team Members with information on a range of topics, including nutrition, disease management, stress reduction and injury prevention.</p> <p>The health and wellness educator can also help Team Members enroll in Condition Care Management, a program that provides access to a registered nurse trained to support the Team Member care plan as prescribed by their physician.</p> <p>Marina Bay Sands provided funding to Cerebral Palsy Alliance Singapore (CPAS), helping the organization procure physiotherapy equipment for more than 700 clients.</p>	3.8: Provide access to quality essential health-care services.	In 2019, more than 2,000 Team Members attended a myWellness Connection event, and more than 1,400 met one-on-one with a wellness educator for individual sessions.

GRI INDEX

The table below lists our reported GRI indicators and provides links to the relevant information. Unless otherwise specified, the chapters and page numbers refer to the 2019 Sands Environmental, Social & Governance Report.

GENERAL STANDARD DISCLOSURES

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
ORGANIZATION PROFILE		
102-1	Name of the organization	Sands (LVS or together with its subsidiaries "we" or the "company") is a Fortune 500 company and the leading global developer of destination properties (Integrated Resorts) that feature premium accommodations, world-class gaming, entertainment and retail, convention and exhibition facilities, celebrity chef restaurants, and other amenities. The company currently owns and operates Integrated Resorts in Asia and the United States. In addition to helping local communities increase tourism, Sands is involved in numerous philanthropic activities through Sands Cares, the company's corporate citizenship program. Sands is also committed to sustainability through Sands ECO360, the company's global sustainability program. In addition, the company has a strong global commitment to responsible gaming and is dedicated to providing a responsible gaming environment for all guests. Sands has been named in <i>Fortune's</i> "World's Most Admired Companies" list and in <i>Forbes'</i> annual list of Global 2000 Best Employers.
102-2	Activities, brands, products, and services	Form 10-K FY19 (Annual Report): pp. 3-4 Available through our investor website: http://investor.sands.com More information about Sands is available on our websites: https://www.sands.com/properties/all-properties.html https://www.sands.com/corporate-overview/history.html
102-3	Location of headquarters	3355 Las Vegas Boulevard South, Las Vegas, Nevada, United States
102-4	Location of operations	Form 10-K FY19 (Annual Report): pp. 6-10
102-5	Ownership and legal form	Form 10-K FY19 (Annual Report): pp. 3 and 24
102-6	Markets served	Form 10-K FY19 (Annual Report): pp. 6-10
102-7	Scale of the organization	GRI Index, Data appendix, Employee data, p. 16 Form 10-K FY19 (Annual Report): p. 12
102-8	Information on employees and other workers	GRI Index, Data appendix, Employee data, p. 16 Form 10-K FY19 (Annual Report): p. 12 Only a small fraction of the organization's work is performed by contracted workers. Seasonal workforce changes are small.
102-9	Supply chain	Form 10-K FY19 (Annual Report): pp. 3-24 Procurement and Supply Chain: https://www.sands.com/corporate-overview/procurement-supply-chain.html In 2019, our supply chain was made up of approximately 5,777 tier one suppliers.
102-10	Significant changes to the organization and its supply chain	Form 10-K FY19 (Annual Report): pp. 12-13
102-11	Precautionary Principle or approach	We apply the Precautionary Principle through our commitment to environmentally responsible operations: http://www.sands.com/sands-eco-360/our-strategy/360-responsible-operations.html
102-12	External initiatives	Sands also actively supports or is an active member of the following initiatives. Active members: <ul style="list-style-type: none"> - U.S. Green Building Council - American Gaming Association - Events Industry Council Sustainability Committee - Better Buildings Alliance - National Center for Responsible Gaming - National Council on Problem Gambling - Nevada Council on Problem Gambling - Problem Gambling Center - 3P Network, Public Utilities Commission - Singapore Packaging Agreement - Singapore Hotel Association, Sustainability Committee - Singapore International Chamber of Commerce, Sustainability Committee - American Chamber of Commerce, Sustainability Committee - Nevada Hotel & Lodging Association Sustainability Committee - The Sustainable Events Big Initiative Group (SEBIG) Actively support: <ul style="list-style-type: none"> - Science Based Targets initiative - The United Nations Sustainable Development Goals - The EPA United States Food Loss and Waste 2030 Champions For more information on the responsible gaming initiatives we support, see: https://www.sandschina.com/community-affairs/responsible-gaming.html http://www.marinabaysands.com/company-information/responsible-gambling.html https://www.venetian.com/casino/responsible-gaming.html

SDGs	RELEVANCE OR WHY IT MATTERS	LOCATION OR DESCRIPTION	SDG TARGETS	SANDS TARGETS OR PROGRESS
SDG 10 	Reduced Inequalities: As an international company operating in three regions and serving customers from every corner of the globe, our diverse workforce is our primary asset. Ensuring that our host communities are celebrated, and all our guests feel welcome starts by making all our Team Members understand that they are valued, respected and appreciated.	<p>We make reasonable accommodations for people with physical or other limitations, such as installing electronic table games designed to accommodate wheelchair-bound dealers.</p> <p>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.</p> <p>Sands supported the 2019 Women's Leadership Conference in Las Vegas, with 10 Team Members attending. It also provided funding and hosted an on-site leadership event for The Center, a Las Vegas nonprofit that advocates for the LGBTQ community.</p> <p>To help people with special needs attain employment, we have maintained a long-term relationship with Opportunity Village in Las Vegas. This nonprofit helps people with disabilities gain the skills they need to find employment. The Venetian Resort 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 Cares fielded a team of more than 2,000 participants and provided more than 4,000 volunteer hours, along with financial support for the event.</p> <p>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 100 Team Members joined the march.</p>	10.2: Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	
Governance				
SDG 17 	Partnerships for the Goal: Shared vision and shared goals help to shield the world from unexpected difficulties such as the pandemic. We believe that combining complementary resources, skillsets and experiences will lead to a continuous progress toward permanent solutions in improving quality of life for all.	<p>A unique, capacity-building program that works to fast-track member nonprofits toward the next stage of their evolution, the Sands Cares Accelerator helps community organizations further entrench their missions to deliver greater community impact. Through a three-year membership tenure, nonprofit organizations receive strategic guidance, mentorship and organizational assistance, along with financial investment, helping them advance to a new level or achieve a strategic goal.</p> <p>We launched the Drop by Drop project in collaboration with Clean the World, to support water programs and nonprofit organizations.</p> <p>Home to our corporate headquarters, Las Vegas ranks among the top cities in the U.S. for rates of homelessness and youth homelessness, and our response to the issues has been significant. From founding the Movement to End Youth Homelessness in Southern Nevada with our partner Nevada Partnership for Homeless Youth to establishing critical response programs at the local level and supporting advocacy programs both locally and nationally, we are a committed corporate catalyst for addressing homelessness across the country.</p>	17.16: Enhance the global partnership for sustainable development to support the achievement of the sustainable development goals.	

GENERAL STANDARD DISCLOSURES (CONTINUED)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
102-13	Membership of associations	See 102-12
STRATEGY		
102-14	Statement from senior decision-maker	See statement from the Senior Vice President, Chief Procurement and Sustainability Officer in our Sands ECO360 2019 Environmental Progress Report ; p. 2 See statement from Chairman of the Board and Chief Executive Officer, Las Vegas Sands in our Sands ECO360 2018 Report ; p. 3
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	Our governance documents, including our Code of Business Conduct and Ethics , can be accessed on our corporate website: https://investor.sands.com/Company/Documents-and-Chararters/default.aspx See our Supplier Code of Conduct and procurement and supply chain information on our website: http://www.sands.com/corporate-overview/procurement-supply-chain.html
GOVERNANCE		
102-18	Governance structure	See our Board of Directors and Committees See the governance section of our Environmental Responsibility Policy See our Sands ECO360 strategy See our Corporate Governance Guidelines
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	See our Sands ECO360 strategy and information on our Stakeholder Engagement pillar online: https://www.sands.com/sands-eco-360/our-strategy.html http://www.sands.com/sands-eco-360/our-strategy/stakeholder-engagement.html
102-41	Collective bargaining agreements	Form 10-K FY19 (Annual Report); p. 12
102-42	Identifying and selecting stakeholders	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 maximizes the effectiveness of our strategy. For examples of our stakeholder engagement, see http://www.sands.com/sands-eco-360/our-strategy/stakeholder-engagement.html and our Sands ECO360 2018 Environmental Report , pp. 16-17.
102-43	Approach to stakeholder engagement	For our stakeholder engagement strategy and examples of engagement, see our Sands ECO360 2018 Environmental Report pp.4-5 and 16-17. 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 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.
102-44	Key topics and concerns raised	See our Sands ECO360 strategy

Key issues	Reported in:
Health, safety and well-being	GRI Index, Corporate Responsibility Overview, corporate website
Energy	ECO360 report, GRI Index, CDP response, newsletter
Workforce development	GRI Index, Corporate Responsibility Overview, corporate website
Business ethics (anti-corruption)	GRI Index, Corporate Responsibility Overview, corporate website
Local communities	ECO360 report, Corporate Responsibility Overview, corporate website (including press releases and the blog Sands Confidential)
Water	ECO360 report, GRI Index, newsletter, CDP response
Waste	ECO360 report, GRI Index, newsletter
Climate change and GHG emissions	ECO360 report, GRI Index, CDP response
Economic impact	ECO360 report, GRI Index, Corporate Responsibility Overview, corporate website, CDP response
Procurement (including single-use plastic)	ECO360 report, GRI Index, Corporate Responsibility Overview, corporate website
Diversity and equal opportunity	GRI Index, Corporate Responsibility Overview, corporate website
Emerging issues	
Biodiversity	GRI Index, newsletter

GENERAL STANDARD DISCLOSURES (CONTINUED)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	Form 10-K FY19 (Annual Report); pp. 75-77
102-46	Defining report content and topic Boundaries	Report content and topic Boundaries are defined by taking into account the most significant economic, environmental and social impacts, as well as the concerns of our stakeholders. We do this by continually monitoring feedback from stakeholders who can be reasonably considered to affect, or be affected by, our business operations. We incorporate the Greenhouse Gas Protocol when determining our Boundary for Scope 1, 2 and 3 emissions. For examples of our identification of key issues, see our Key Theme Assessment in our Sands ECO360 2018 Environmental Report , pp. 4-5 For examples of our stakeholder engagement, see our Sands ECO360 2018 Environmental Report pp. 16-17 and online: https://www.sands.com/sands-eco-360/our-strategy/stakeholder-engagement.html
102-47	List of material topics	For our key themes, see our Sands ECO360 2018 Environmental Report , pp. 4-5 and online: https://www.sands.com/sands-eco-360/our-strategy.html Also refer to indicator 102-44 of this GRI Index.
102-48	Restatements of information	For comparison purposes and to align with the Greenhouse Gas Protocol, the previous year's information has been updated to reflect the sale of Sands Bethlehem. The final sale of Sands Bethlehem was completed in 2019 and thus the property is no longer part of our reporting. See online: https://investor.sands.com/press-releases/press-release-details/2019/Las-Vegas-Sands-Closes-13-Billion-Sale-of-Sands-Bethlehem/default.aspx
102-49	Changes in reporting	There have been no changes in the topics listed in 102-44.
102-50	Reporting period	Our report draws on the performance highlights of the calendar year 2019. It covers the full scope of our global operations, including majority-owned subsidiaries.
102-51	Date of most recent report	Sands ECO360 2019 Environmental Progress Report (published in May 2020)
102-52	Reporting cycle	We report annually. We alternate publishing a full report and a progress report every other year.
102-53	Contact point for questions regarding the report	Back cover of the report (sandseco360@sands.com)
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	This GRI Index can be found on the ECO360 website: https://www.sands.com/sands-eco-360/our-news/environmental-report.html
102-56	External assurance	The GHG emissions, energy consumption, water withdrawal and waste generation data included in the report was assured by a third-party verifier. See our Assurance Statement online.

MATERIAL TOPICS

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
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ECONOMIC		
ECONOMIC PERFORMANCE		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its Boundaries	Sands contributes significantly to the economy through shareholder returns, taxes, licenses paid and employment of labor force, as well as community contributions and the generation of indirect economic stimulus as a result of our investments. Details on our financial performance, prepared in accordance with relevant laws and externally assured, can be found online: http://investor.sands.com/ir-home/financial-info/quarterly-financial-results/default.aspx
103-2	The management approach and its components	Form 10-K FY19 (Annual Report); pp. 5-6 Strengths and Strategies
103-3	Evaluation of the management approach	Our approach to ensuring that we continue to impact the economy and the community in a positive way can be found in our governance documents and our committee charters: https://investor.sands.com/Company/Documents-and-Chararters/default.aspx Boundary: internal: all entities; external: our communities
GRI 201: ECONOMIC PERFORMANCE 2016		
201-1	Direct economic value generated and distributed	Form 10-K FY19 (Annual Report); pp. 38-39 and 43-63 We communicate about community investments through our press releases, available online: https://investor.sands.com/press-releases/default.aspx
201-2	Financial implications and other risks and opportunities due to climate change	See our 2019 CDP Climate Change response
201-3	Defined benefit plan obligations and other retirement plans	Form 10-K FY19 (Annual Report); Note 16, p. 119 and Note 17, pp. 122, 124-125

MATERIAL TOPICS (CONTINUED)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
INDIRECT ECONOMIC IMPACTS		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its Boundaries	See Economic Performance.
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
GRI 203: INDIRECT ECONOMIC IMPACTS 2016		
203-2	Significant indirect economic impacts	<p>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 livability of the regions and improving the communities' ability to respond to challenges. We focus on three principal areas: (1) our regions through Sands Cares, our charitable giving and community engagement program, (2) our guests and Team Members through Project Protect, our responsible gaming, counter trafficking and financial crime prevention program and (3) our industry through investment and engagement in hospitality development.</p> <p>The added value from direct, indirect and induced economic impact tied to each Integrated Resort is substantial, reflecting the multiplier effect of our investment and operations. The design, development and operation of Integrated Resorts serves as an economic growth engine, creates cultural, entertainment and shopping draw within the local community, and has led to the creation of thousands of jobs. In Macau, as of 2018, our developments and operations accounted for approximately 27.9 percent of the Special Administrative Region's GDP.</p> <p>When we enter 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.</p> <p>See also Sands Cares: https://www.sands.com/sands-cares/our-commitment.html</p>
ANTI-CORRUPTION		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its Boundaries	Acting with integrity is central to our commercial success, as we know that how we do business is as important as the results we achieve. We are committed to the highest standards of ethical conduct, including an unwavering commitment to anti-corruption. We also expect those we do business with to maintain the highest level of ethical behavior. Boundary: internal: all entities; external: our communities
103-2	The management approach and its components	We have several policies and management structures in place to prevent corruption in all our operations. See our committee charters, and governance documents including our Code of Business Conduct and Ethics and Anti-Corruption Policy online: https://investor.sands.com/Company/Documents-and-Charters/default.aspx See our Supplier Code of Conduct , which includes a corruption and bribery prohibition.
103-3	Evaluation of the management approach	We continually monitor our performance in this area through a number of mechanisms, including: – Our audit committee – Our ethics hotline – The completion of training by key personnel within our business – Disclosures on non-compliance with the Foreign Corrupt Practices Act: see Form 10-K FY19 (Annual Report): p. 23 and Form 10-K FY19 (Annual Report): "Litigation" section, pp. 103-104 See our Reporting and Non-Retaliation Policy .
GRI 205: ANTI-CORRUPTION 2016		
205-1	Operations assessed for risks related to corruption	Form 10-K FY19 (Annual Report): p. 23 We have several policies and management structures in place to identify and assess risks and prevent corruption in all our operations. See our committee charters, and governance documents including our Code of Business Conduct and Ethics and Anti-Corruption Policy online: https://investor.sands.com/Company/Documents-and-Charters/default.aspx
205-2	Communication and training about anti-corruption policies and procedures	GRI Index, Data appendix, Anti-corruption data, p. 16 Our Code of Business Conduct and Ethics and Anti-Corruption Policy have been communicated to (and acknowledgments of receipt obtained for) both the LVS and SCL (Sands China Ltd.) Board of Directors and Management. These Members also receive annual in-person training on the Code and anti-corruption policies and procedures. All Team Members are required to receive training on the Code of Business Conduct and Ethics , and anti-corruption policies and procedures. The company also communicates its anti-corruption policies and procedures to business partners, e.g., suppliers, agents and lobbyists, at the time of contracting and, depending on the type of business partner, annually thereafter. All suppliers and partners are required to acknowledge our anti-corruption policies and procedures.

MATERIAL TOPICS (CONTINUED)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
ENVIRONMENTAL		
ENERGY		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its Boundaries	While our ultimate purpose is guest satisfaction, we also consciously aim to reduce the environmental footprint of our own operations, as well as our supply chain through the procurement of sustainable products and services.
103-2	The management approach and its components	For details on our strategic approach, see our Sands ECO360 2018 Environmental Report , pp. 4-5, our website, https://www.sands.com/sands-eco-360/our-strategy.html , and our 2019 CDP Climate Change and Water responses . We measure our sustainability progress using the widely recognized United Nations Sustainable Development Goals (SDGs) and Science Based Targets initiative (SBTi). For more details on this, please see our Sands ECO360 2018 Environmental Report , p. 18. Also see our most recent energy performance in our Sands ECO360 2019 Environmental Progress Report , pp. 6-7 Boundary: internal: all entities; external: our supply chain
103-3	Evaluation of the management approach	Evaluation of the management approach occurs through materiality assessments and "Key Theme Assessments." See "Key Theme Assessment" in our Sands ECO360 2018 Environmental Report , pp. 4-5, and find further details on the evaluation of our management approach in our CDP Climate Change and Water responses . Our commitment to sustainability is also validated through third-party disclosure frameworks, such as the Dow Jones Sustainability Index.
GRI 302: ENERGY 2016		
302-1	Energy consumption within the organization	See our performance data in our Sands ECO360 2019 Environmental Progress Report , pp. 6-7 See our Assurance Statement
302-3	Energy intensity	a. 0.15 GJ per conditioned square foot. b. Denominator (48,322,381) represents square feet of conditioned space. c. All applicable energy sources (i.e., fuel, electricity, heating, cooling) are included, after conversion to GJ. d. The above energy intensity ratio uses energy consumption within the organization.
302-4	Reduction of energy consumption	a. In 2019, newly implemented energy efficiency projects, coupled with ongoing operational improvements, contributed to a reduction in energy use of approximately 178,622 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 kilowatt hour (kWh) to 0.0036 GJ was used in the calculations.
WATER		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its Boundaries	See management approach for "Energy" for our approach to environmental topics.
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
GRI 303: WATER AND EFFLUENTS 2018		
303-1	Interactions with water as a shared resource	See our performance data in our Sands ECO360 2019 Environmental Progress Report , pp. 6-7 See our 2019 CDP Water response
303-2	Management of water discharge-related impacts	See our Assurance Statement
303-3	Water withdrawal	
303-4	Water discharge	
303-5	Water consumption	
BIODIVERSITY		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its Boundaries	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 operations. Our company benefits when we have healthy and biodiverse coastlines, oceans, forests and other ecosystems as we rely on these environments to provide enjoyable experiences for our visitors and also to produce the resources that are ultimately used in our products and services every day.
103-2	The management approach and its components	
103-3	Evaluation of the management approach	Biodiversity has been identified in our materiality assessments as an emerging issue of concern, see GRI indicator 102-44. This topic is not currently addressed directly in our Sands ECO360 strategy; however, by addressing our six key themes – energy, water, waste, food, procurement (including procuring 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 2018 Environmental Report

MATERIAL TOPICS (CONTINUED)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
GRI 304: BIODIVERSITY 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Conservation International has identified 36 areas around the world that qualify as a <u>biodiversity hotspot</u> . These hotspots represent 2.4 percent of Earth's land surface but support more than half of the world's plant species found nowhere else in the world. Both our Singapore and Macau properties are situated within or in close regional proximity to one of these hotspots. In addition, all of our resorts are in proximity to a variety of habitats such as nature preserves, national and state parks, lakes, rivers and coastal areas. To explore the world's 36 hotspots, see Critical Ecosystem Partnership Funds
EMISSIONS		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its Boundaries	See management approach for "Energy" for our approach to environmental topics.
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
GRI 305: EMISSIONS 2016		
305-1	Direct (Scope 1) GHG emissions	See our performance data in our Sands ECO360 2019 Environmental Progress Report , pp. 6-7 and our Assurance Statement a. See our Assurance Statement b. All relevant gases have been included in the calculation. e. GWP rates from the IPCC assessment reports based on a 100-year timeframe were used. f. Financial control is used to determine the Boundary. g. The Greenhouse Gas Protocol was used.
305-2	Energy indirect (Scope 2) GHG emissions	See our performance data in our Sands ECO360 2019 Environmental Progress Report , pp. 6-7 and our Assurance Statement a. See our Assurance Statement b. See our Assurance Statement c. All relevant gases have been included in the calculation. e. GWP rates from the IPCC assessment reports based on a 100-year timeframe were used. f. Financial control is used to determine the Boundary. g. The Greenhouse Gas Protocol was used.
305-3	Other indirect (Scope 3) GHG emissions	See our 2019 CDP Climate Change response See our performance data in our Sands ECO360 2019 Environmental Progress Report , pp. 6-7 See our Assurance Statement
305-4	GHG emissions intensity	a. 0.016 MT CO ₂ e per square foot of conditioned space. b. Denominator (48,322,381) represents square feet of conditioned space. c. Scope 1 and Scope 2 (market-based) GHG emissions from our operations, excluding ferry operations, were included in the above intensity ratio. d. All relevant gases have been included in the calculation. See our performance data in our Sands ECO360 2019 Environmental Progress Report , pp. 6-7
305-5	Reduction of GHG emissions	See our performance data in our Sands ECO360 2019 Environmental Progress Report , pp. 6-7 See our 2019 CDP Climate Change response
EFFLUENTS AND WASTE		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its Boundaries	See management approach for "Energy" for our approach to environmental topics.
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
GRI 306: EFFLUENTS AND WASTE 2016		
306-2	Waste by type and disposal method	See our performance data in our Sands ECO360 2019 Environmental Progress Report , pp. 6-7 Waste information is provided by the waste disposal contractors and supported by documentation.

MATERIAL TOPICS (CONTINUED)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
ENVIRONMENTAL COMPLIANCE		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its Boundaries	See management approach for "Energy" for our approach to environmental topics.
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
GRI 307: ENVIRONMENTAL COMPLIANCE 2016		
307-1	Non-compliance with environmental laws and regulations	See our 2019 CDP Water Response
SUPPLIER ENVIRONMENTAL ASSESSMENT		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its Boundaries	See management approach for "Energy" for our approach to environmental topics.
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
308-1	New suppliers that were screened using environmental criteria	We actively screen 100 percent of new and existing suppliers, using real-time monitoring systems. New suppliers must go through our third-party due diligence process, which incorporates environmental, social, governance and economic issues. When selecting any given supplier, we require them to document whether they provide sustainable alternatives to their conventional products and services. Additionally, a supplier business review is held for select suppliers, where we re-educate them on our sustainable sourcing standards. We nominate those that excel for our Corporate Culture and Sustainability award. This award is presented annually at our Supplier Excellence Awards ceremony.
308-2	Negative environmental impacts in the supply chain and actions taken	We collect suppliers' sustainability strategy and program information to evaluate their corporate culture and commitment to sustainability. We also collect suppliers' product environmental information and identify whether their products meet our standards, which consider both environmental and social impacts of products. We use the data to analyze each product category and determine the product category compliance level to our sustainable procurement standards.
SOCIAL		
EMPLOYMENT		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its Boundaries	Our Team Members are a major asset to the company. We recognize the value that benefits bring to our workers and their families and thus offer a very comprehensive and competitive benefits program. See online: http://www.sands.com/sands-cares/people.html
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
GRI 401: EMPLOYMENT 2016		
401-2	Benefits provided to full-time employees that are not provided 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), and 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 and company-sponsored short-term disability and life insurance). For other property-specific information, see our websites: - The Venetian Resort Las Vegas: http://careers.sands.com/content/about/ - Sands China Ltd.: www.venetianmacao.com/hotel/about-us/careers.html - Marina Bay Sands: www.marinabaysands.com/careers.html

MATERIAL TOPICS (CONTINUED)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
OCCUPATIONAL HEALTH AND SAFETY		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	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.
103-2	The management approach and its components	See online: http://www.sands.com/sands-cares/people.html Sands has an OSHA Written Workplace Safety Program as required by Nevada. This includes Safety Hazard Assessments for chemicals and risk-related job positions, training at time of hire and annual training. We also have specialized teams in place to ensure electronics and fire safety at every property. Every Team Member accident is investigated and correction recommended to prevent recurrence. Further information is also included on our property websites: – The Venetian Resort Las Vegas: http://careers.sands.com/content/about/ – Sands China Ltd.: www.venetianmacao.com/hotel/about-us/careers.html – Marina Bay Sands: www.marinabaysands.com/careers.html In the United States, we provide the following programs around Team Member health, safety and well-being: – Wellness Physicals: health screenings (BMI, blood pressure, lipid panel and glucose). – Utilization Management: medical necessity, appropriate setting, appropriate length of stay and concurrent review. – Case Management: identifies catastrophic and complex illnesses, transplants and high-dollar cases and then matches the level and method of case management services to the intensity of the case in the most efficient manner possible. The Case Manager helps the Team Member understand what to expect during the course of treatment, establishes collaborative long- and short-term recovery goals, interfaces with providers, addresses questions and concerns by the patient or family members, negotiates care in an effort to reduce claim costs, and communicates with our stop-loss carrier. – Maternity Management: trimester assessment calls for low-risk Team Members. Moderate- to high-risk Team Members are referred to case management. Educational books/materials mailed to Team Members (available in Spanish), incentives for participating in program and post-partum assessment after delivery. – Disease Management: Personal Registered Nurse Health Coach, targeted messaging, education and newsletters. Conditions managed in the Disease Management program: COPD (chronic obstructive pulmonary disease), congestive heart failure, coronary artery disease, diabetes, hypertension, asthma and depression. – We have partnered with a provider of valuable behavioral health information and interactive tools to help Team Members maintain or achieve overall wellness.
103-3	Evaluation of the management approach	Management continuously monitors and acts on injury-related data for our operations internally.
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016		
403-6	Promoter of worker health	We promote worker health and well-being at our properties around the world. In addition to comprehensive and competitive benefits, we also provide supplemental services. For example, in Las Vegas, we frequently conduct free wellness screenings, offer healthy eating and lifestyle consultation, and provide access to financial services and advice.
403-9	Work-related injuries	We track and act on injury-related data for our operations internally. We do not publicly disclose specific injury-related data. The information is subject to specific confidentiality constraints and is not reported due to privacy reasons.
TRAINING AND EDUCATION		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	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 in waste management and recycling. Further, relevant members of our workforce receive training on bribery and corruption. We provide training relevant to an individual's role, regardless of gender, other diversity factors and Team Member level. For further information, see http://www.sands.com/sands-cares/people.html and https://www.sands.com/sands-eco-360/our-strategy/stakeholder-engagement.html
103-2	The management approach and its components	See also the Corporate Responsibility Overview Specifically on eco-awareness and how to further drive sustainability, we engage our Team Members through a range of channels: – Orientation – Team Member handbook – Department training – Daily pre-shift meetings – Quarterly newsletters – Property tours – Wall displays – Video messages – Sustainable product giveaways and special Team Member engagement events. Boundary: internal: all entities; external: not material
103-3	Evaluation of the management approach	As we rely on our Team Members for the execution of our strategy and sustainability efforts, we evaluate our management approach to training based on our performance against our goals and targets in relevant areas.
GRI 404: TRAINING AND EDUCATION 2016		
404-1	Average hours of training per year per Team Member	GRI Index, Data appendix, Training data, p.16

MATERIAL TOPICS (CONTINUED)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
DIVERSITY AND EQUAL OPPORTUNITY		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its Boundaries	At Sands, we believe our work culture is enhanced and our business is most successful when we embrace the unique experiences and diverse perspectives of our Team Members. This means showing an understanding of and respect for all Team Members' gender, race, ethnicity, sexual orientation, disability, religion and age, as well as their unique cultural backgrounds, experiences, opinions and ideas.
103-2	The management approach and its components	We achieve this by: – Recruiting, training and developing individuals of all experiences, ages, cultural and racial backgrounds, and religious beliefs – Valuing and showing respect for the unique cultural backgrounds and diverse experiences of our Team Members
103-3	Evaluation of the management approach	– Maintaining membership in and support of groups and programs that encourage and promote various diversity and inclusion initiatives See our Code of Business Conduct and Ethics and information on Sands Cares and our Human Rights Statement
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-1	Diversity of governance bodies and employees	See our Code of Business Conduct and Ethics and information on Sands Cares See our Board of Directors See our Leadership Team Employees: GRI Index, Data appendix, Employee data, p.16
LOCAL COMMUNITIES		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	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
103-2	The management approach and its components	In addition, our environmentally focused ECO360 program sets our approach to local community involvement related to environmental themes 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 supply chain and communities
GRI 413: LOCAL COMMUNITIES 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	See our citizenship Sands Cares program and the Corporate Responsibility Overview All of our operations have implemented local community engagement plans. In addition to helping our host city or country achieve its 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 visitation 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 the workforce and elevate the overall levels of service in the local 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 for responsible gaming, prevention of financial crimes and counter trafficking that protect our patrons, our Team Members, our partners and all of the communities where we operate. 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 out; and execute zero tolerance policy for human trafficking in any form through a multi-layered, proactive and reactive approach, strong relationships with local law enforcement, and comprehensive surveillance and security measures. For more on Project Protect, see https://www.sands.com/sands-cares/people.html

MATERIAL TOPICS (CONTINUED)

GRI STANDARD GRI DISCLOSURE LOCATION AND NOTES

CUSTOMER HEALTH AND SAFETY		
GRI 103: MANAGEMENT APPROACH 2016		
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 Team Members and guests have a safe place to work or 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 <u>Sustainable Development Standards</u> : a set of requirements and criteria for design, construction, remodel and renovation projects that leverages industry best practices and resort development expertise. Initiatives related to overall indoor environmental quality, indoor air quality and building occupant health and comfort are implemented to create healthy spaces for our guests and Team Members.
103-2	The management approach and its components	
103-3	Evaluation of the management approach	Safety is also a top priority for Sands. At The Venetian Resort Las Vegas, in 2018, we increased the size of our security department and K-9 unit, making it one of the largest private company K-9 teams in the state of Nevada. Further, our Sands Quality Assurance Team as well as third-party auditors regularly conduct health and safety audits for food and beverage and other tier one suppliers to ensure we provide our guests with safe and high-quality products. Our <u>Sustainable Procurement Policy</u> encourages sustainable product development and procurement by promoting resource conservation, increased use of recycled content and maximization of product recyclability, as well as reduced use of toxic and harmful chemicals. Also see 413-1 for information on <u>Project Protect</u> , our global program that strives to reduce problem gambling risk and improve social safeguards, keep our environment and communities safe by keeping illegal activity and crime out, and counter human trafficking in any form through strong relationships with local law enforcement and comprehensive training, surveillance and security measures. Also see our <u>Code of Business Conduct and Ethics</u> and our <u>Sands Cares</u> program.
GRI 416: CUSTOMER HEALTH AND SAFETY 2016		
416-1	Assessment of the health and safety impacts of product and service categories	See our <u>Sustainable Procurement Policy</u> for details on procurement priorities and our <u>Supplier Code of Conduct</u> for details on supplier health and safety requirements. See our <u>2019 Sands China Ltd. 2019 Sustainability Report</u> , p. 29

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.

ACTIVITY METRICS	2019	CODE
Total area of gaming floor	157,656m ²	SV-CA-000.D
Number of tables	2,480	SV-CA-000.A
Number of slots	10,660	SV-CA-000.B
Number of available room-nights	7,778,150	SV-HL-000.A
Average occupancy rate	96.3%	SV-HL-000.B
Total area of lodging facilities	4,324,577m ²	SV-HL-000.C
Number of lodging facilities that are managed	-	SV-HL-000.D
Percent of lodging facilities that are managed	0%	SV-HL-000.D
Number of lodging facilities that are owned and leased	12	SV-HL-000.D
Percent of lodging facilities that are owned and leased	100%	SV-HL-000.D
Number of lodging facilities that are franchised	-	SV-HL-000.D
Percent of lodging facilities that are franchised	0%	SV-HL-000.D
Number of active online gaming customers	Not applicable. Sands does not have online gaming operations.	SV-CA-000.C

SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS

TOPIC	ACCOUNTING METRICS	UNIT OF MEASURE	2019	CODE
ENVIRONMENT				
ENERGY MANAGEMENT	Total energy consumed	Gigajoules (GJ)	7,098,346	SV-CA-130a.1
	Percentage grid electricity	Percentage (%)	51%	SV-CA-130a.1
	Percentage renewable	Percentage (%)	8%	SV-CA-130a.1
WATER MANAGEMENT	Total water withdrawn	Thousand cubic meters (m ³)	10,961	SV-HL-140a.1
	Percentage withdrawn in regions with High or Extremely High Baseline Water Stress	Percentage (%)	0%	SV-HL-140a.1
	Total water consumed	Thousand cubic meters (m ³)	1,754	SV-HL-140a.1
	Percentage consumed in regions with High or Extremely High Baseline Water Stress	Percentage (%)	0%	SV-HL-140a.1
ECOLOGICAL IMPACTS	Number of lodging facilities in or near areas of protected conservation status or endangered species habitat	Number	-	SV-HL-160a.1
	Description of environmental management policies and practices to preserve ecosystem services	n/a	Sands is committed to environmental responsibility by promoting sustainable development, reducing the impact of our operations on the natural environment, as well as enhancing the comfort and well-being of our guests and Team Members. By addressing the six key themes – energy, water, waste, food, procurement, and transportation of our Sands ECO360 strategy, we support the sustainable use of resources, which helps to preserve ecosystem services. Our Environmental Management System (EMS) is aligned with ISO14001 to have a structured and systematic framework that we can use to manage our environmental impacts while also improving operational control, 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 nature-based solutions for water quality in Macau, development of a technology that reduces ocean plastic in Singapore, and promoting water-focused curriculum in Las Vegas.	SV-HL-160a.2

TOPIC	ACCOUNTING METRICS	UNIT OF MEASURE	2019	CODE
CLIMATE CHANGE ADAPTATION	Number of lodging facilities located in 100-year flood zones	Number	6	SV-HL-450a.1
SOCIAL				
RESPONSIBLE GAMING	Percentage of gaming facilities implementing the Responsible Gambling Index	Percentage (%) by revenue	18.4%	SV-CA-260a.1
	Percentage of online gaming operations implementing National Council on Problem Gambling's Internet Responsible Gambling Standards	Percentage (%) by revenue	n/a	SV-CA-260a.2
SMOKE-FREE CASINOS	Percentage of gaming floor where smoking is allowed	Percentage (%) of gaming floor area	19.8%	SV-CA-320a.1
	Percentage of gaming staff that work in areas where smoking is allowed	Percentage (%) of man-hours	22.7%	SV-CA-320a.2
LABOR PRACTICES	Voluntary Team Member turnover rate for hotel employees	Rate	8.0%	SV-HL-310a.1
	Involuntary Team Member turnover rate for hotel employees	Rate	3.5%	SV-HL-310a.1
	Total amount of losses as a result of legal proceedings associated with labor law violations	U.S. Dollars (\$)	\$21,452	SV-HL-310a.2
	Average hourly wage by region	U.S. Dollars (\$), by region	LV: \$19.87 MBS: \$10.15 SCL: \$12.14	SV-HL-310a.3
	Percentage of lodging facility employees earning minimum wage, by region	Percentage (%), by region	0% Note: There is no minimum wage requirement/law in Singapore	SV-HL-310a.3
	Discussion of policies and programs to prevent worker harassment	n/a	Sands is committed to maintaining a safe environment at all times for our team members and guests. As part of this commitment, we published our corporate human rights statement in 2019, which builds on our Code of Ethics and Business Conduct. All Team Members have access to our ethics hotline to report incidents, and the direct line number for the security department is printed on each Team Member access card. In addition our hotel operations group in Las Vegas deployed a new innovative security program for our housekeepers during 2019, which allows for housekeepers to be located at any time, and security personnel to intervene, with just the click of a button attached to their uniform when they feel unsafe. Also in 2019, our SCL subsidiary launched an Anti-Harassment and Discrimination Policy, accompanied by Team Member training.	SV-HL-310a.4
GOVERNANCE				
INTERNAL CONTROLS ON MONEY LAUNDERING	Description of anti-money laundering policies and practices	n/a	Sands was in the forefront of gaming operators to create and significantly invest and innovate in manpower, systems and technology resources to become an industry leader against money laundering. Globally, Sands proactively enforces industry-leading anti-money laundering policies and procedures in five key areas that also exceed government regulations and lead the industry, including customer screenings and due diligence, transactional controls, Team Member training, reporting and recordkeeping. We also deal with significant amounts of cash in our operations and are subject to various reporting and anti-money laundering regulations. Recently, U.S. governmental authorities have evidenced an increased focus on the gaming industry and compliance with anti-money laundering laws and regulations. For instance, we are subject to regulation under the Currency and Foreign Transactions Reporting Act of 1970, commonly known as the "Bank Secrecy Act" ("BSA"), which, among other things, requires us to report to the Financial Crimes Enforcement Network ("FinCEN") certain currency transactions in excess of applicable thresholds and certain suspicious activities where we know, suspect or have reason to suspect such transactions involve funds from illegal activity or are intended to violate federal law or regulations or are designed to evade reporting requirements or have no business or lawful purpose. In addition, under the BSA, we are subject to various other rules and regulations involving reporting, recordkeeping and retention. Our compliance with the BSA is subject to periodic audits by the U.S. Treasury Department, and we may be subject to substantial civil and criminal penalties, including fines, if we fail to comply with applicable regulations. We are also subject to similar regulations in Singapore and Macao, as well as regulations set forth by the gaming authorities in the areas in which we operate. For additional information, refer to our 2019 Annual Report, Project Protect and our Code of Business Conduct and Ethics.	SV-CA-510a.1

SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS (CONTINUED)

TOPIC	ACCOUNTING METRICS	UNIT OF MEASURE	2019	CODE
GOVERNANCE (CONTINUED)				
INTERNAL CONTROLS ON MONEY LAUNDERING	Amount of legal and regulatory fines and settlements associated with money laundering	U.S. Dollars (\$)	0	SV-CA-510a.2
	The entity shall briefly 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 legal proceedings.	n/a	We entered into a comprehensive civil administrative settlement with the SEC on April 7, 2016, and a non-prosecution agreement with the Department of Justice (the "DOJ") on January 19, 2017, which resolve all inquiries related to these government investigations and include ongoing reporting obligations to the DOJ through January 2020.	SV-CA-510a.2



ABOUT LAS VEGAS SANDS

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.

