



# Sands Diversity Statement

## OUR COMMITMENT

Las Vegas Sands is committed to ensuring an inclusive and collaborative working environment with a deep appreciation and respect for the diverse backgrounds of our Team Members, guests and business partners.

We believe a culture that celebrates diverse perspectives and promotes inclusiveness for all individuals is propelled to success by the strength of the whole and best inspires our positive impact around the world.

## OUR MISSION

We are dedicated to creating a diverse and inclusive culture that spans the recruitment, training and development of Team Members, as well as engagement with businesses and community partners.

## OUR VALUES

### Diversity

- Sands embraces all similarities and differences among people such as gender, gender identity, ethnicity, race, country of origin, nationality, age, generation, sexual orientation, religion, socioeconomic status, language, ability status, veteran status, business experience, geographic background, job role function and physical appearance.

### Equity

- Sands strives to ensure Team Members have equal access to the same opportunities.

### Inclusion

- Sands strives to create an environment to support individuals and groups to feel safe, respected, engaged and valued for who they are and for their contributions to our organization.

## GOVERNANCE

### Board Oversight

The Board has delegated authority on Environmental, Social and Governance (ESG) matters to the Nominating and Governance Committee. The Committee provides updates to the Board on pertinent issues as required.

### Executive Oversight

The Chairman and CEO holds the Company accountable for delivering on the Company's DEI initiatives. The Senior Vice President of Global Communications and Corporate Affairs oversees the development and execution of the Company's DEI strategy. Responsibility for planning and implementing initiatives resides with senior leaders overseeing departments that manage priority focus areas of the DEI program.

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## BOARD-LEVEL DIVERSITY

The Company values the benefits diversity can bring to its Board. Diversity promotes the inclusion of different perspectives and ideas and ensures the Company has the opportunity to benefit from all available talent. The promotion of a diverse Board makes prudent business sense and makes for better corporate governance.

The Board seeks members from diverse professional and personal backgrounds who combine a broad spectrum of experience and expertise with a reputation for integrity, taking into account an individual's independence, as well as consideration of diversity, skills and experience in the context of the needs of the Board.

The Nominating and Governance Committee, as one of its responsibilities, recommends director candidates to the full Board. As part of the Board's strong commitment to creating and maintaining diversity on the Board, the Nominating and Governance Committee will take reasonable steps to include diverse candidates in the pool of nominees when conducting searches for new directors, and any search firm engaged by the Nominating and Governance Committee will affirmatively be instructed to seek to include diverse candidates. For purposes of Board composition, diversity includes, but is not limited to, business experience, geography, age, gender, race, ethnicity, nationality and country of origin.

## WORKFORCE-LEVEL DIVERSITY

The Company has identified five priority focus areas as part of its DEI program:

- **Corporate Governance:** Promote diversity, equity, and inclusion in all aspects of operations and ensure that all processes that impact DEI issues – both directly and indirectly – support the attainment of diverse, equitable and inclusive outcomes.
- **HR & Talent Management:** Foster an environment in which every Team Member is able to fully actualize their potential, resulting in a more diverse pool of skilled and experienced Team Members prepared for leadership positions within the Company, as well as recruitment and selection practices at all levels that yield a diverse range of candidates.
- **Supplier Diversity & Inclusion:** Enhance opportunities, strengthen relationships and foster innovation with small, HUBZone, or local businesses and diverse enterprises majority owned by women, minorities, veterans, LGBTQ+ and the disabled to promote diversity, equity and inclusion within the Company's supply chain.
- **Community Outreach:** Enhance our efforts to identify, understand and support causes and organizations that help us to deliver on the Company's mission of increasing awareness and support for diversity, equity and inclusion in the shared community.
- **Benchmarking & Communication:** Promote a collaborative corporate culture by clearly communicating Company values and progress around diversity, equity and inclusion and fostering mutual appreciation and respect among Team Members; develop a best-in-class approach for disclosure of the Company's DEI metrics to ensure transparency, accountability and continuous innovation.

## TRANSPARENCY AND REPORTING

The diversity profile of the Board and workforce are provided annually in the Company's Environmental, Social and Governance (ESG) Report.

The Company has set quantitative and qualitative objectives to promote diversity, equity and inclusion and measures progress against these objectives.