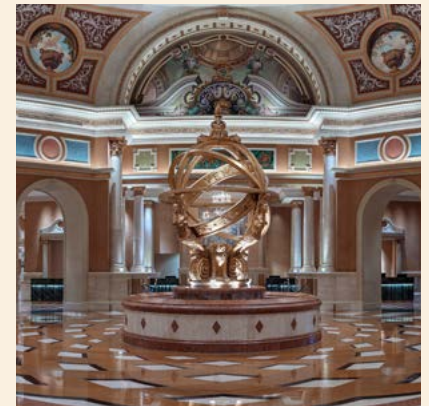


CORPORATE SOCIAL RESPONSIBILITY REPORT

2025



THE VENETIAN RESORT
LAS VEGAS



CONTENTS

01 INTRODUCTION

About The Venetian Resort Las Vegas	2
Our Commitment	3
CEO Letter	4
Achievements	5
Stakeholder Engagement	6

02 OUR PEOPLE

Founders	8
Team Member Culture and Connection	9
Venetians at Heart Pillars	10
Talent Acquisition	11
The People Make the Place	12
Industry's Best Benefits Offerings	13
Additional Team Member Benefits	14
Team Member Highlights	15
Appreciation Award	16
Development and Training	17
UCEDA Partnership	18
Maestro Service Culture Training	19
How We Communicate and Engage	20

03 OUR COMMUNITY

LOVE FOR ALL	21
Celebrating 25 Years	23
25 Years of Impact in Las Vegas	24
Volunteering Highlights	25
Partnerships in the Community	26

04 OUR PLANET

Our Ambition	28
Green Meetings	31
Green Meetings Program Highlights	32
Energy Conservation Efforts	33
Water Conservation Efforts	34
Waste Reduction Efforts	35
Sustainable Procurement	36
Supplier Opportunity and Engagement	37
Conclusion	38
Appendix	39



About The Venetian Resort Las Vegas

The Venetian Resort, uniting The Venetian and The Palazzo towers, continues to shine as an iconic resort on the world-famous Las Vegas Strip. Known for its breathtaking architecture, world-class amenities, and renowned service, the resort has earned international recognition as one of the world's premier hospitality destinations. With over 7,000 suites, The Venetian Resort remains one of the largest luxury resorts globally, offering an unforgettable experience inspired by the romance and beauty of Venice, Italy.

Our commitment to elevated experiences is reflected across every aspect of the resort. Guests enjoy world-class dining from renowned chefs, the award-winning Canyon Ranch® spa + fitness, a five-acre pool and garden deck, two dynamic casinos, the largest poker room on the Strip, Yahoo Sportsbook powered by William Hill, and an exceptional selection of retail at the Grand Canal Shoppes®. As a leading meetings and events destination, The Venetian Convention & Expo Center offers more than 2.25 million square feet of meetings, exposition, and convention space, and proudly stands among the largest LEED®-certified convention centers in the world.

At the heart of The Venetian Resort is a culture built on hospitality, integrity, and a strong commitment to community. Through robust philanthropic initiatives and sustainable practices, the resort continues to make a positive impact across Southern Nevada and beyond.

From our expansive suites and celebrated dining options to premier entertainment and luxurious spa offerings, The Venetian Resort blends timeless luxury with bold innovation and continues to offer a destination where world-class experiences, inspired design, and meaningful connections come together on the Las Vegas Strip.



8,000+
TEAM MEMBERS

|
7,000+
SUITES

|
2 Million+
SQUARE FEET OF MEETING SPACE

|
40+
RESTAURANTS

Our Commitment

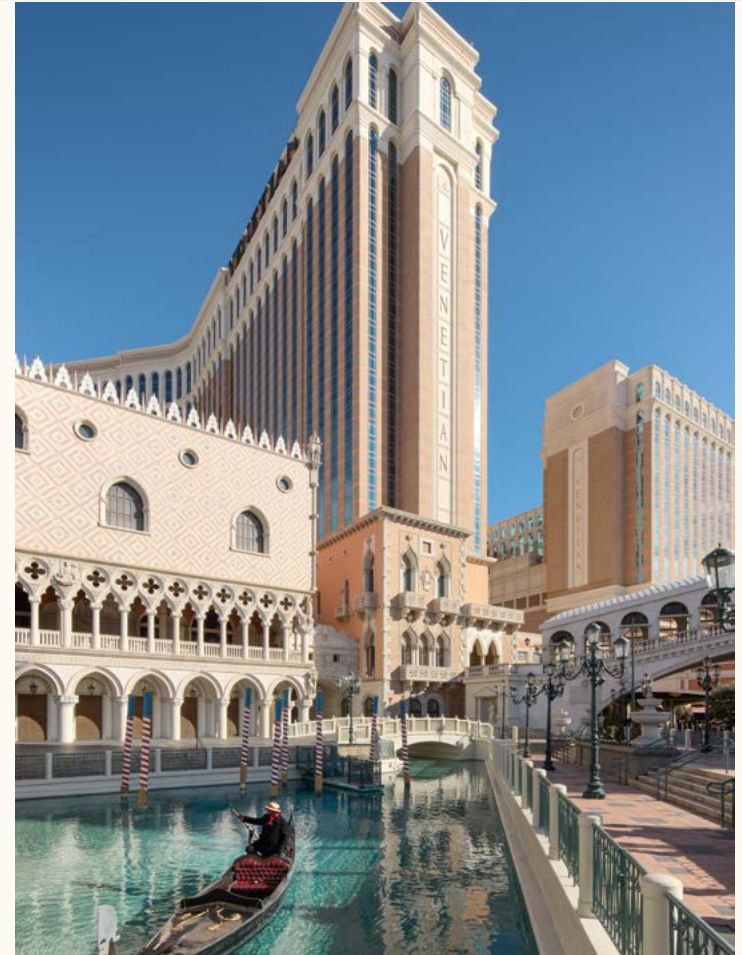
At The Venetian Resort, our commitment to our Team Members, our guests, and the spirit of authentic Italian hospitality continues to guide everything we do.

Our core values of inclusivity, generosity, engagement, and thoughtfulness drive us to create meaningful impact—within our resort, throughout the Las Vegas community, and across the planet.

Over the past year, we've continued to expand our efforts in volunteerism, charitable giving, sustainability, and inclusive workplace practices. Our LOVE FOR ALL program has grown stronger, connecting Team Members with purposeful opportunities to uplift others and champion causes that matter.

We remain steadfast in our focus on people—providing exceptional benefits, promoting growth, and supporting the well-being of every Team Member. Our culture encourages development at every level, ensuring our workforce feels valued, empowered, and inspired to thrive.

This year's Corporate Social Responsibility (CSR) report builds on the foundation we laid in our inaugural edition. It showcases our ongoing commitment to making a difference—for our people, our communities, and our planet. As we reflect on our progress and set our sights on the future, we are proud to share the stories, partnerships, and initiatives that continue to define the resort's legacy of purpose and progress.



The Venetian Resort is distinguished by its commitment to providing exceptional Team Member benefits and opportunities, offering the best benefits on the Las Vegas Strip.



CEO LETTER

As I look back on this past year, I'm reminded that love remains at the heart of everything we do at The Venetian Resort. It's more than a value—it's our foundation. This love drives us to care deeply for our Team Members, serve our guests with intention, uplift our communities, and protect the planet we all share. I'm honored to lead a team whose passion and purpose shine through in every action, making a meaningful impact far beyond our resort walls.



OUR PEOPLE

At The Venetian Resort, our people remain at the core of our success. We are committed to nurturing a workplace culture where every Team Member feels seen, heard, and empowered to bring their whole selves to work. Guided by our values and code of conduct, we foster an environment built on respect, inclusion, and appreciation. By embracing the diverse voices and backgrounds of our Team Members, guests, and partners, we create a culture where everyone can grow and thrive.

OUR COMMUNITY

Giving back is a vital part of who we are. Through deep partnerships with local organizations, we're addressing pressing issues like homelessness, food insecurity, and economic hardship in Southern Nevada. Our Team Members lead with compassion, contributing their time, energy, and talent to causes that matter—resulting in thousands of volunteer hours and countless lives touched each year.

OUR PLANET

At The Venetian Resort, caring for the planet is part of who we are. We know that every choice we make—big or small—can have a lasting impact. That's why we're focused on making smarter, more sustainable decisions across our operations, from reducing waste and conserving energy to hosting greener meetings and building with the future in mind. Our approach is rooted in science but driven by heart, with one clear goal: to help create a cleaner, healthier world for the generations that follow.

STAKEHOLDER ENGAGEMENT

As we look to the future, our commitment to environmental responsibility is embedded in our daily operations. We continue to lead with sustainable practices across every area of our resort—from energy and water conservation to green events and culinary initiatives. With each step, we remain focused on creating a healthier, more resilient planet for generations to come.

Our journey is guided by love—the same love that built The Venetian Resort more than 25 years ago. It inspires us to care deeply, act boldly, and lead with purpose. I'm incredibly proud of what we've accomplished together, and I look forward to all we'll continue to achieve as stewards of our people, our community, and our planet.

Warm regards,

Patrick Nichols

CEO, The Venetian Resort Las Vegas



Achievements

OUR COMMUNITIES

- 67 Local Non-Profits
- 53 Community Events
- 131 Volunteer Events
- 11,075 Volunteer Hours
- 25,709 Items Donated by Team Members
- 204,133 Meals Rescued and Donated

INDUSTRY TRADE GROUPS AND ASSOCIATIONS MEMBERSHIPS

Nevada Council on Problem Gambling, Gold Member

Nevada Resort Association (NRA), Member

United States Travel Associate (USTA), Member

National Council on Problem Gambling, Member

American Hotel & Lodging Association

American Gaming Association

OUR PLANET

- Dow Jones Sustainability Indices – **100% score**
- Over **33 million gallons** of water saved annually through the installation of water-efficient fixtures across the property
- **25 million gallons** of groundwater collected via a nanofiltration system from beneath The Palazzo for use in horticulture, cooling towers, and street cleaners
- **130 million gallons** of water produced by on-site wells for cooling towers
- **Over 250,000 pounds** of leftover materials from trade shows are donated to local charity organizations
- **100% of our energy** is sourced from Renewable Energy Sources
- Over **20 electric vehicle charging stations** on-site

LEED CERTIFICATIONS



The Palazzo received LEED Silver® Certification for New Building Construction in 2008



The Venetian Convention & Expo Center received LEED Gold® Recertification in June 2022 under the Existing Building Category



2024 Governor's Stars of Nevada Awards–Silver Award Winner for Corporate Volunteer Program

We are proud to share that we earned gold in multiple STELLA AWARDS from Northstar Meetings Group:

BEST HOTEL/RESORT EVENT SPACE

BEST FOOD AND BEVERAGE

BEST ON-SITE SUPPORT STAFF

BEST DÉCOR/DESIGN

SILVER MEDAL FOR BEST SUSTAINABILITY INITIATIVE





Stakeholder Engagement

At The Venetian Resort, we aim to transparently communicate our perspective on CSR topics relevant to our business by prioritizing and addressing them proactively.

In 2024, we conducted a materiality assessment facilitated by a third party, engaging with 13 key internal and external stakeholders to gauge the importance of our different CSR topics. These topics were selected considering industry trends, sustainability reporting frameworks, and internal analysis of their relevance to our business.

Stakeholders ranked the significance of each topic relative to others, with the results aggregated, analyzed, and refined through interview feedback.

The highest-ranking topics—waste diversion, carbon footprint reduction, and water conservation—are environmentally focused. The highest-ranked social topic was Diversity, Equity, and Inclusion.

We plan to continue such engagements in the future and use the feedback collected to guide our overall CSR strategy.

PRIORITY CSR TOPICS



Carbon Footprint Reduction



Waste Diversion



Water conservation



Reducing Energy Consumption



Diversity, Equity & Inclusion



Supporting Education



Human Capital Development



Human Rights



Local Business & Partner Development



Plastic & Packaging



Supply Chain Management & Supplier Diversity



Corporate Philanthropy



OUR PEOPLE

“ Our Team Members are the heart of The Venetian Resort, bringing passion and dedication to every guest interaction, every day. Just as they go above and beyond to create unforgettable experiences for our guests, we’re committed to doing the same for them. With industry-leading benefits—like no-premium health insurance, competitive pay, on-site childcare, and wellness programs—we strive to be an employer of choice in Las Vegas. Our goal is to build an inclusive, supportive environment where every Team Member feels valued, empowered, and celebrated. ”

—**Matt Krystofiak**, Chief Human Resources Officer



Jennifer Floratos
Manager - Marketing Administration

Founders

As of March 31, 2025, we proudly employ 8,564 Team Members, including 450 founding Team Members who have been with the property since opening day–May 3, 1999.



Our focus on Team Members enables us to provide unmatched and personalized service to our guests.



Team Member Culture and Connection

THE VENETIAN RESORT PLEDGE

Grounded by our foundation of unmatched hospitality and service and powered by our Venetian Values of being inclusive, generous, engaged, and thoughtful, we take pride in fostering a culture that embraces the unique and individual qualities and strengths of our Team Members. The Venetian Resort is a place to belong, grow, and be celebrated in an environment that reflects the diverse communities where we live and the extraordinary guests that we serve.

We are ALL Venetians at Heart

In 2024, we proudly launched our new Venetians at Heart committee to oversee programming and events to support and uplift our diversity and inclusivity initiatives.

The Venetians at Heart Committee is a passionate and diverse group of Team Members dedicated to fostering a culture and environment of respect and inclusivity through initiatives grounded in Enrichment, Connection, Celebration, and Outreach. We champion programs, processes, and events that encourage the development and belonging of all Team Members while recognizing and celebrating the unique and diverse characteristics that each individual brings to our business.

VENETIANS *at* HEART COMMITTEE



Anna Schmid
Vice President,
Communications & CSR



Catie Gillis
Senior Vice President,
Slot Marketing



Kai Shield
Manager,
Front Office



Rita Soleimani
Manager,
Guest Services



Erick Burns
Shift Manager,
Security



Jason Luong
Senior Manager,
Talent Acquisition

Calex Castro, Executive Director, Player Development
(not pictured)

Venetians at Heart Pillars



CELEBRATION

Honoring the diverse backgrounds, cultures, and traditions of our Team Members.



OUTREACH

Supporting our broader communities with heart and purpose.



ENRICHMENT

Promoting personal and professional growth through education and development opportunities.



CONNECTION

Fostering meaningful relationships and support networks.

Talent Acquisition

At The Venetian Resort, we remain deeply committed to cultivating an inclusive workplace culture that values diverse perspectives—reflected in our continued industry-leading retention rates. We actively partner with colleges and universities through both virtual and in-person engagements to attract talent from a wide range of backgrounds. Our strong relationships with local university hospitality programs enable us to stay involved through regular campus visits, informational sessions, and tours that introduce students to career opportunities at our resort.

Our Talent Acquisition team continues to build a distinctive and dynamic talent pipeline by participating in various professional organizations and recruiting networks. We maintain strategic partnerships with veteran-focused groups such as VetNet, Work for Warriors, U.S. Vets, and Nevada Employer Support of the Guard and Reserve (ESGR), ensuring meaningful career pathways for veterans. We also engage with military spouse support organizations to further expand our reach.

Hotel leaders play an active role in mentoring and recruiting local students from underrepresented communities through leadership initiatives like Communities in Schools, Hospitality Charitable Foundation, and Junior Achievement.

These ongoing efforts reflect our unwavering commitment to expand opportunity—both within our organization and in the greater community we proudly serve. Looking ahead, we continue to seek opportunities to strengthen our talent outreach through local and national partnerships, continuing to build upon our talented and diverse Team Member community.



The People Make the Place

Since the first day our doors opened, we have prioritized creating a workplace culture that our Team Members are proud to be part of. President and CEO, Patrick Nichols, often mentions, "There are many big, beautiful buildings on the Las Vegas Strip and around the world, but what makes ours different is the people. The people truly make the place and are the reason our guests return again and again."

Our exceptional on-site amenities and services are second-to-none in the hospitality industry, and we continue to encourage an environment where individuals can truly thrive—both personally and professionally. Through generous recognition and award programs, we celebrate achievements and spotlight the unique talents of our Team Members at every stage of their journey.

We take great pride in offering a benefits package that is both extensive and exceptional. From complete medical, prescription, dental, and vision coverage and no premium cost to a variety of supplemental plans, we ensure our Team Members have access to the support they need for themselves and their families. Our offerings also include a 401(k) retirement savings plan, paid time off, and unique perks such as on-site discounted childcare and a state-of-the-art fitness facility. Thoughtfully designed to support Team Members at every stage of life, our benefits reflect a deep and ongoing commitment to their health, financial security, and overall well-being.





The Industry's Best Benefits at No Premium Cost

MEDICAL, DENTAL, AND VISION PLANS AT NO PREMIUM COST

Medical: The Venetian Resort offers Team Members a choice between two extensive and generous medical plans at no premium cost.

PPO Plan: Allowing Team Members and their covered family members to travel throughout the United States and still access in-network providers at low in-network copays.

HMO Plan: Choose a Primary Care Provider from their network of providers in Las Vegas to help Team Members manage their health.

Dental: At no premium cost to Team Members, they may choose between two great dental plans (a PPO or a DMO), both of which offer orthodontia coverage to their children under age 18.

Vision: A comprehensive vision plan with coverage nationally is offered at no premium cost to Team Members.

ADDITIONAL NO- AND LOW-COST BENEFITS

Financial Well-Being Coach: All Team Members are eligible to improve their financial health by working with an on-site Operation HOPE Financial Well-Being Coach at no cost. The coach takes Team Members through a Credit and Money Management Program, where they are counseled on financial health topics such as improving their credit score, reducing debt, increasing savings, and preparing for homeownership.

MENTAL HEALTH COUNSELING

We encourage Team Members to utilize the VISTA program for stress management and effective stress management techniques. The VISTA program is designed to provide short-term, solution-focused counseling. Team Members and their household members are eligible to receive up to 8 confidential visits per year, per qualified matter, with a licensed counselor at no cost. Care is accessible through four convenient avenues: on-site at the myWellness Center, at the Harmony Healthcare Office, via Telehealth, or through a provider in the Harmony Healthcare network.

ON-SITE LEARNING AND CHILD DEVELOPMENT CENTER

Team Members may bring their child(ren) to our 5-star center run by KinderCare at Work and enjoy deeply discounted rates, meals at no additional cost, and so much more. We also partner with KinderCare's off-site locations to offer eligible dependent children ages 6 weeks up to kindergarten a 30% Company-paid subsidy, plus a 15% discount offered by KinderCare.

*We are proud to provide our
Team Members with medical, dental,
and vision plans at no premium cost.*

Additional Team Member Benefits

Full-service wellness center

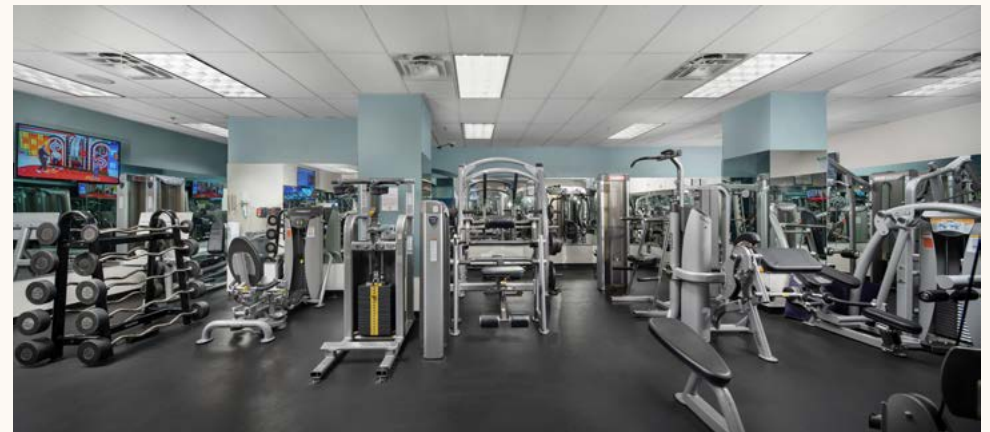
401(k) Savings Plan and match

Flexible Spending (FSA)
for both health and dependent care

24/7 on-site fitness center at no cost

24/7 Team Member dining rooms
with an array of healthy options

Access to Virtual Clinic Visits
and In-home Urgent Care



2024 Benefit Highlights

pick-me-ups & lift-me-ups

THE FIRST TEAM MEMBER STARBUCKS ON THE LAS VEGAS STRIP

In November 2024, The Venetian Resort opened the very first Starbucks exclusively for Team Members on the Las Vegas Strip—marking a milestone in our ongoing commitment to providing industry-leading amenities and benefits.

Located in the heart-of-house, this full-service café offers a welcoming space for Team Members to recharge, connect, and enjoy the same premium experience we provide to our guests. More than just a coffee shop, it symbolizes our investment in creating a workplace that values comfort, community, and care.

At The Venetian Resort, we believe exceptional guest experiences begin with a culture that values and uplifts its people. The Team Member Starbucks is more than a perk—it's a tangible expression of our belief that when we take care of our team, they're empowered to take care of our guests.



RIALTO Team Member Relief Program

This program supports our Team Members when they face unexpected financial challenges and reflects our commitment to the well-being and stability of our workforce. The primary goal of the program is to offer financial assistance to Team Members in times of need. Eligibility for the program is based on specific criteria and takes into consideration the nature of the financial hardship and support and education needed for long-term financial stability. We have established a transparent and straightforward application process, allowing Team Members to request assistance easily and ensuring that all applications are handled fairly. The types of assistance provided are diverse and tailored to help Team Members effectively manage their financial difficulties. In 2024, over \$23,000 was awarded to Team Members in times of crisis, including assistance with mortgage, rent, temporary lodging, and utility bills.

Appreciation Award

At The Venetian Resort, we believe everyone plays a role in our success—and we’ve built a special program to reflect that. Eligible Team Members are automatically included in The Venetian Resort Appreciation Award program and have the chance to share in the value we create together. When we meet our financial and service goals, the award is distributed equally among all eligible Team Members. It’s our way of saying thank you and recognizing the value of “thinking like owners.” When the resort does well, we all win. This program is unique to us—and rare in the hospitality industry—offering rewards above and beyond regular pay and bonuses.



Since the beginning of the program in 2022, eligible Team Members have received \$3,500 each, which is a total of \$24 million awarded through this unique Team Member benefit.



Development and Training

At The Venetian Resort, we are committed to providing meaningful opportunities for continuous learning and professional development. Our Learning and Development Team plays a key role in this commitment by offering a wide variety of multi-leveled classes, promoting knowledge sharing among departmental trainers, and supporting growth in the three core areas of Personal Development, Career Skills, and Leadership.

Through The Venetian Academy, Team Members have access to many programs, including new Team Member orientation, leadership classes, public speaking, English as a Second Language (ESL) classes, and citizenship classes. Team Members are also required to complete annual compliance training, service culture training, and specialty training series based on new property offerings. All these experiences are designed to support knowledge and development at every stage of a Team Member's journey and, additionally, make a positive impact on the guest experience.

Our Team Members are required to complete annual training on the following:

- Code of Business Conduct
- Anti-Money Laundering Policy
- Workplace Harassment Prevention
- Human Trafficking Prevention
- Responsible Gaming
- Workplace Health and Safety

ADDITIONAL PROGRAMS OFFERED

TUITION REIMBURSEMENT

We encourage continued education by proudly offering our \$5,000 annual tuition reimbursement program.

LEADERSHIP DEVELOPMENT PROGRAMS

E-Cornell Partnership- providing leaders with professional and business development in topics and skills that can be immediately applied to their roles.

TEAM MEMBER CONNECTION GROUPS

Open to all Team Members and providing year-round enrichment opportunities, including book clubs, leadership classes, and speaker series lectures and panels.

TEAMALYTICS WORKSHOPS

Providing data-driven insights and expert coaching to drive measurable improvements in team performance, communication, and decision-making.



UCEDA Partnership: Opening Doors to Citizenship

At The Venetian Resort, we believe in empowering our Team Members to achieve their personal and professional goals. Through our partnership with UCEDA Institute, we offer a U.S. citizenship program designed to provide the education and resources needed to navigate the naturalization process with confidence.

In 2024, we proudly celebrated 14 Team Members who became U.S. citizens through this program. Their success highlights the impact of creating opportunities that extend beyond the workplace—supporting dreams, strengthening families, and building an even more inclusive community within our resort.

This partnership with UCEDA is one of the many ways The Venetian Resort invests in our people, helping them take meaningful steps toward a brighter future.





Maestro Service Culture Training

Maestro Service Culture Training is a mandatory program developed to align all Team Members with the core values, standards, and expectations that define service excellence at The Venetian Resort. Rooted in the concept of every Team Member being a Maestro—an **orchestrator of exceptional guest experiences**—the training reinforces our commitment to delivering personalized, anticipatory, and memorable service across all areas of the property.

Through an engaging and interactive format, Team Members are introduced to the principles that guide our service culture, including communication, accountability, collaboration, and the creation of unexpected joy. The training provides practical tools and real-world scenarios to help Team Members consistently embody the resort's brand promise and elevate guest interactions.

This initiative plays a critical role in strengthening team alignment, enhancing the overall guest experience, and fostering a shared sense of purpose across departments. Participation is required for all Team Members and serves as a foundation for continued service excellence and professional growth.



UNEXPECTED JOY

FEEL EMPOWERED AND LOOK FOR OPPORTUNITIES
TO OFFER OR CREATE UNEXPECTED JOY



How We Communicate and Engage

We provide a wide range of avenues to connect with our Team Members, ensuring that everyone feels valued and part of our team. These include, but are not limited to:

DAILY SERENADES

The Daily Serenade email newsletter shares resort updates, service standards, and culture highlights. Leaders are responsible for distributing it to their teams.

SOCIAL EVENTS

We take pride in celebrating our Team Members beyond the resort, honoring their achievements at prestigious industry events such as the NHLA Gala and LVCVA Hospitality Heroes. These moments spotlight the talent, dedication, and passion that make our Venetian family shine across the hospitality community.

RECOGNITION PROGRAM

Bravo! is the recognition program honoring Team Members who embody our core values— inclusive, generous, engaged, and thoughtful— while delivering unmatched service.

DEPARTMENTAL ROUNDTABLES

Based on survey feedback, departments host roundtables to address concerns, highlight wins, and gather input. Follow-ups track progress and drive improvement.

TOWN HALLS AND LEADERSHIP MEETINGS

Town Halls provide company updates and reinforce connection. Leadership meetings for Directors and above cover financials, operations, and strategy.

GREAT SERENADE SURVEY

The annual engagement survey (67% response rate) captures feedback on culture, benefits, policies, and structure. Results inform actions to improve the workplace.

LATTES WITH LEADERSHIP

An informal engagement program designed to foster open communication between Team Members and the leadership team. This initiative provides a platform for candid, in-person conversations in a relaxed setting, allowing Team Members to share feedback, ask questions, and build stronger connections with senior leaders.





OUR COMMUNITY

“ Since we opened our doors in 1999, giving back to our community has been part of The Venetian Resort. It’s the reason we created our CSR program, LOVE FOR ALL, and why an authentic spirit of generosity continues to shape everything we do. We are only as strong as the communities we serve. ”

—**Anna Schmid**, Vice President, Corporate Social Responsibility



Love For All

Generosity is part of who we are at The Venetian Resort and one of our core values. Fueled by love, our Team Members are passionate about making a real impact in our community and lending support to those who need it most.

Our community outreach program, LOVE FOR ALL, reflects this spirit. We focus our efforts on key causes that matter most to our community: Education and Development, Hunger and Homelessness, Sustainability, and Veteran Support. In addition, we support Team Member-driven initiatives and Iconic Community Events, giving us the flexibility to champion programs that may fall outside our core pillars but are near and dear to our Team Members.



COMMUNITY *Impact Areas*



VOLUNTEERISM

- 120+ Volunteer Opportunities Each Year
- Operational, Event, and Skills-Based
- Focus on Team Volunteering Events and Family-Friendly Activities



EVENT SPONSORSHIP

- Galas and Campaigns
- Charity Walks
- Charity Auction Prizes



FUNDING INITIATIVES

- Food Insecurity Programs
- Garden Builds and Facility Improvements
- Literacy Programs and Classroom Resources
- Homelessness Support and Resources



ON-PROPERTY DRIVES

- School Supplies and Books
- Professional Clothing
- Toys and Bikes
- Food and Pet Items

Celebrating 25 Years of Impact in Las Vegas

To honor our 25th Anniversary in Las Vegas, The Venetian Resort Community Team set out to complete 25 Acts of Service. True to theLove for All spirit, our Team Members went above and beyond—supporting nonprofits, uplifting our community, and demonstrating the powerful impact of service.



OUR LASTING COMMITMENT

From book drives and garden projects to sponsored events and direct support for veterans, students, and families, our 25 Acts of Service reflect not only 25 years in Las Vegas but also our enduring commitment to creating a stronger, healthier, and more sustainable community.

As we look to the future, we are proud of our Team Members and partners who made this milestone celebration meaningful and impactful. Together, we've proven that service is at the heart of who we are—and always will be.

HIGHLIGHTS FROM OUR 25 ACTS OF SERVICE

- **Fighting Hunger:** Supported Three Square Food Bank by sponsoring the Bag Childhood Hunger food drive at our property for Team Members to participate and hosted multiple team volunteer events.
- **Empowering Students:** Partnered with Communities In Schools for the Power Within Breakfast, supported Spread the Word Nevada with book prep and cleaning for school distribution, and mentored youth at The Just One Project Leadership Cohort.
- **Supporting Veterans:** Joined U.S. VETS for unique activities including hikes with veterans, movie night, yoga, and even disc golf.
- **Building Sustainability:** Worked alongside Green Our Planet on school garden beautification projects, hosted group volunteer activities, and highlighted sustainability leadership through conferences and meetings.
- **Celebrating Community Causes:** Attended and supported events like the Goodie Two Shoes Heart n' Sole Gala, Keep Memory Alive's Power of Love Gala, On Cloud Wine by The Just One Project, JDRF Hope Gala, and the American Lymphoma Gala.
- **Driving Advocacy & Collaboration:** Partnered with Nevada Volunteers and supported the opening of the Las Vegas Natural History Museum's new expo.

25 Years of Impact in Las Vegas



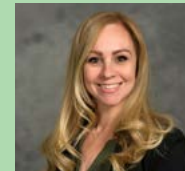
Volunteering Highlights

Our Team Members proudly participate in numerous charity walks throughout the year, joining together to support a wide range of meaningful causes. These events not only allow us to give back to the community but also provide opportunities for departments to strengthen connections through team-building, encourage wellness, and rally around some of our most cherished organizations. Walking side by side, our Team Members demonstrate the power of unity, purpose, and shared commitment to making a difference.

Since 2017, The Venetian Resort has been the proud presenting sponsor of the KLUC Toy Drive, the largest toy drive west of the Mississippi. This beloved holiday tradition has become an iconic event for our Team Members, who look forward to supporting it year after year. Together, they have donated more than 10,000 toys and bikes and contributed over 1,500 volunteer hours to benefit HELP of Southern Nevada and the thousands of children and families it serves. Through this event, our Team Members embody the true spirit of generosity and community during the holiday season.



VOLUNTEER SPOTLIGHT



Melissa Jenkins
Operations,
Hotel Administration



Susan Pierce
IT,
The Venetian Expo

Throughout the year, our Community Committee recognizes The Venetian Resort volunteers who go above and beyond to serve our community. Each honoree receives a staycation at The Resort, including suite accommodations and dining and entertainment experiences. The Resort also makes a \$500 donation to the honoree's charitable cause of choice and highlights their accomplishments at the quarterly Bravo luncheon.

Partnerships in the Community

FOOD RESCUE ALLIANCE

Food insecurity remains a reality for 1 in 8 Southern Nevadans, making the mission of the Food Rescue Alliance more important than ever. In partnership with The Just One Project, The Venetian Resort has continued to expand this innovative program, launched in 2023, to ensure surplus event meals reach those who need them most. In 2024, The Food Rescue Alliance rescued more than 240,000 pounds of food, which provided over 200,000 nutritious meals to families in our city. In February of 2024, the program was recognized during a **White House** briefing for the Challenge to End Hunger and Build Healthy Communities by 2030. Our culinary and banquet teams, who prepare more than three million meals for events each year, play a critical role in this effort. Working together, they've implemented a seamless process to preserve untouched meals in temperature-controlled boxes, which are then safely transferred to The Just One Project's Food Rescue Alliance Kitchen. From there, the meals are distributed through a robust network that includes no-cost community markets, senior deliveries, and daily drive-thru distribution sites—collectively reaching more than 20,000 Southern Nevadans each month. This collaboration is the first of its kind in Las Vegas and reflects our deep commitment to community wellness, food surplus diversion, and creating meaningful impact through innovative partnerships with our local safety net organizations that are helping to strengthen our community every day.



PROGRAM HIGHLIGHTS

- Currently, the program rescues over 10,000 meals per month.
- In 2024, we achieved a 250% increase in meals rescued over 2023.
- Thousands of Las Vegans benefit from receiving fresh, healthy meals from The Venetian Resort every month.
- We work closely with our meeting clients to provide reporting on the impact their meals make in our community.
- The Just One Project not only provides meals to their clients, but also to dozens of other non-profits who are tackling food insecurity in Las Vegas. We recognize the ongoing challenges of both food insecurity and food waste, and we are proud to play a role in addressing these issues. Building on the momentum of 2024, we are excited to continue expanding the Food Rescue Alliance in 2025—rescuing more meals and reaching more families.



OUR PLANET

“The Venetian Resort is deeply committed to sustainability. As a leading global resort hosting millions of guests annually, our priority is to minimize our environmental footprint and establish ourselves as a top choice for green meetings.”

—**Marc Komatsu**, Senior Manager, Sustainability



Our Ambition

Driven by a passion to protect our planet, we are committed to actively reducing our environmental footprint. Our sustainability program is structured around four core pillars, allowing us to focus our actions for maximum environmental impact.

FOUR CORE SUSTAINABILITY PILLARS

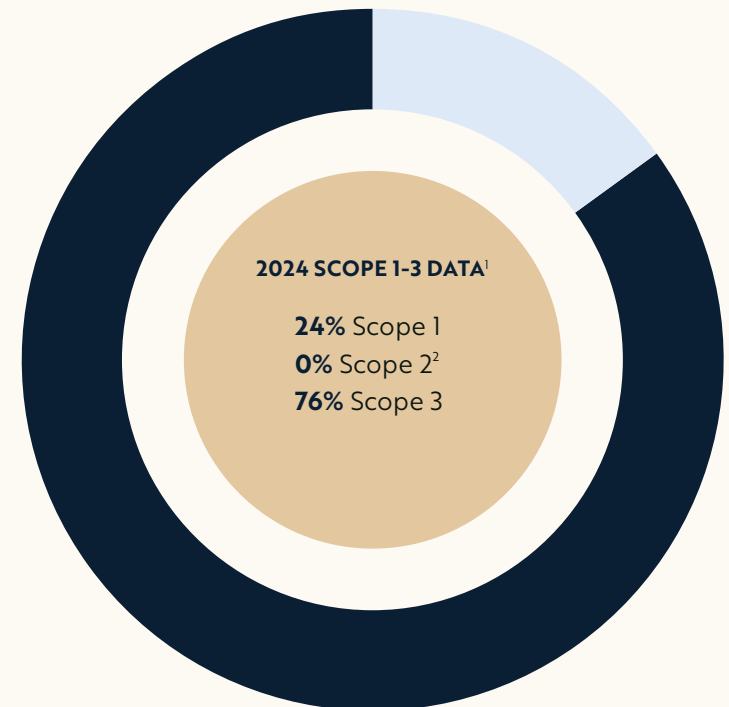
- 1. Green Buildings:** Committed to enhancing the environmental sustainability of our buildings by securing and upholding key environmental certifications while integrating energy-efficient fixtures.
- 2. Environmentally Responsible Operations:** Ensuring that our daily activities minimize our environmental footprint through waste reduction, reuse, sustainable replacements, and robust recycling programs.
- 3. Green Meetings:** The Venetian Convention & Expo Center plays a vital role in our business. We partner with meeting clients to maximize their sustainability efforts, ensuring eco-friendly practices are seamlessly integrated into their event.
- 4. Stakeholder Engagement:** We promote all our sustainability efforts to both internal and external stakeholders and engage Team Members in activities and events that encourage sustainable living.



Our Ambition

Our Greenhouse Gas (GHG) footprint is primarily dominated by Scope 3 emissions, with Purchased Goods & Services and Capital Goods being significant contributors. Our Scope 1 emissions are mainly driven by natural gas usage. We are continuously evaluating new technology to assist us in reducing these types of emissions. Our Scope 2 emissions, mainly driven by steam consumption, have been effectively mitigated by procuring Renewable Energy Certificates (RECs), reducing emissions from market-based electricity to zero.

2022 EMISSIONS OVERVIEW



¹ Emissions are calculated using standards, including World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD), and in accordance with the GHG Protocol.

² The Venetian Resort uses RECs and 100% renewable energy, bringing Scope 2 emissions to zero.



33M

GALLONS OF WATER SAVED

EFFICIENT WATER MANAGEMENT

Water-efficient fixtures have been installed across the campus, which saves more than 33 million gallons of water per year.



90%

OF OUR LIGHTING HAS BEEN UPGRADED TO ENERGY-EFFICIENT LEDs

LED LIGHTING IMPLEMENTATION

All 7,000+ guest suites and our Expo Halls and Meeting Rooms utilize the latest LED lighting technology.



27

DIFFERENT TYPES OF MATERIALS ARE DIVERTED FROM THE LANDFILL EACH YEAR

DIVERTED MATERIAL

The Venetian Resort diverts over 27 different materials from entering the landfill through recycling, reusing, or repurposing. This includes typical waste items such as paper and plastic, but may also include unique items such as carpet and batteries.

Sustainability Highlights



THE WATERFALL ATRIUM

The Waterfall Atrium, located in The Palazzo, has many sustainable features. Skylights were incorporated, providing natural daylight to the space. The introduction of daylight allows for live natural plants to be in this space, reducing the amount of waste produced from using cut flowers. The waterfall itself serves a dual purpose—it's a great photo opportunity for our guests, but also helps cool the area down by using an evaporative cooling process, and reduces our energy usage.



HORTICULTURE

Throughout the resort, you will see many green spaces. These areas not only improve the aesthetic of the property, but also improve overall indoor air quality for the building occupants. The water used to sustain these green spaces comes from an aquifer located directly beneath The Palazzo. The Palazzo parking garage was built approximately 50 feet below ground level and extends into a shallow water aquifer. This water flows naturally into a collection tank where it is filtered and used for all the horticulture on property. This system reduces our reliance on using municipal water.

Green Meetings

Meetings are an integral part of The Venetian Resort, and as leaders in the meetings industry, we are continuously improving the guest experience. In 2024, we embarked on a multi-year renovation of our meeting spaces that will offer more customization, cutting-edge technology, and industry-leading service. This investment will further enhance the sustainable options we offer our guests.

Our Green Meetings program is a holistic approach to providing environmentally preferable practices for events held at The Venetian Convention & Expo Center. Many of these sustainable practices are standard when hosting an event at our venue; however, we do offer options to enhance your event's sustainable attributes.

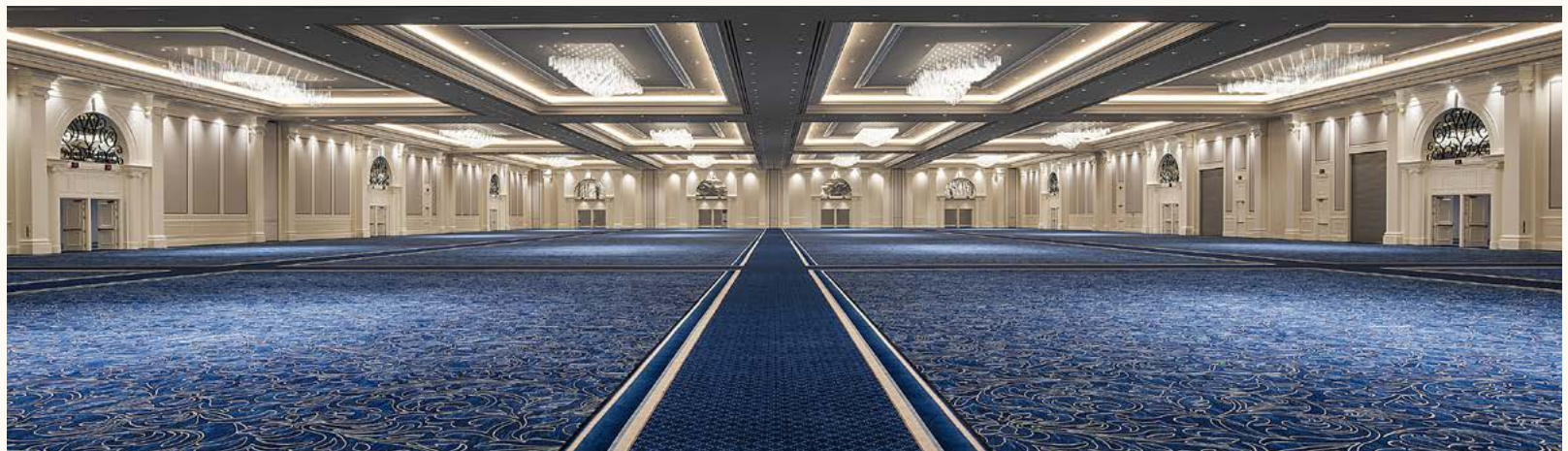
2024 HIGHLIGHTS

Worked with over 50 meeting clients to enhance their events' sustainable attributes.

Rescued over 200,000 meals through the Food Rescue Alliance.

Provided over 22 sustainability impact statements to green meeting clients, summarizing their event's energy and water usage, waste diversion rate, and estimated carbon footprint.

As the green meeting industry grows, The Venetian Resort is prepared and committed to making every event more sustainable.



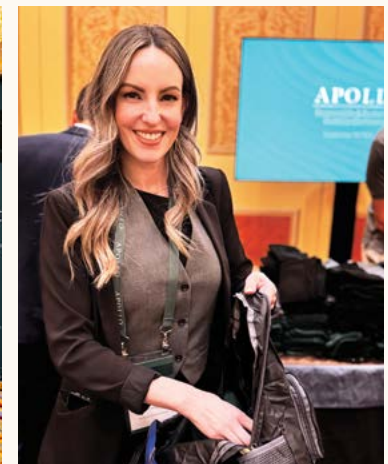
Green Meetings Program Highlights

Apollo ESG conference attendees came together to make a meaningful impact for vulnerable populations across Southern Nevada. Their efforts resulted in 1,500 winter kits assembled with essential cold-weather items and 99 volunteer hours contributed.

Together, these activities supported seven community organizations serving veterans, youth, seniors, and individuals experiencing homelessness.

This initiative reflects our dedication to addressing critical community needs while showcasing our sustainability leadership to industry peers—fostering collaboration, sparking engagement, and inspiring meaningful action.

Leadership engagement was also a highlight, with Patrick Nichols, Matt Krystofiak, and Anna Schmid participating in a panel discussion to inspire action and encourage involvement. To deepen awareness, the Community Sustainability Team hosted an ESG Scavenger Hunt, giving attendees an inside look at the resort's sustainability and social impact initiatives. The program concluded with a sustainable vegan luncheon prepared by the resort's culinary team, featuring locally sourced ingredients and zero waste.

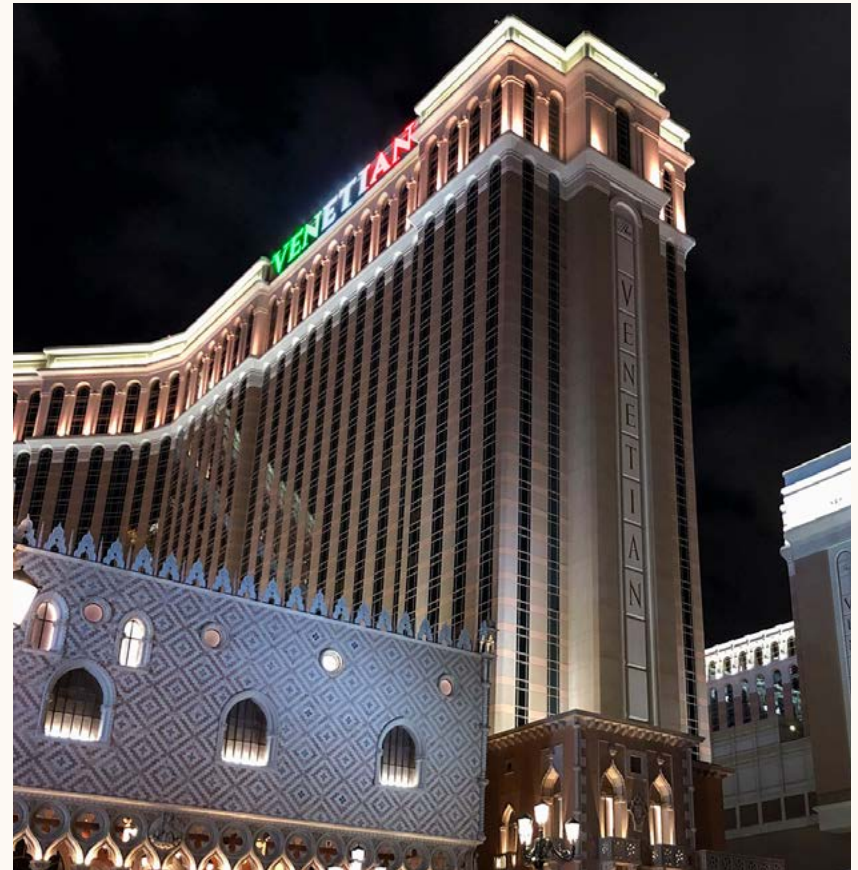


Energy Conservation Efforts

AS A PREMIER SUSTAINABLE DESTINATION, WE HAVE IMPLEMENTED NUMEROUS ENERGY-SAVING PROJECTS TO REDUCE OUR ENERGY USAGE

- Installed a building management system that monitors over 3,000 pieces of equipment to ensure optimal operation.
- Upgraded about 90% of our lighting to energy-efficient LEDs.
- Implemented sustainable Standard Operating Procedures such as turning off escalators when not in use, lowering sheer curtains in guest suites after cleaning to minimize heat gain, and dimming lights to 50% during show move-in and move-out.

We continue to implement energy efficiency projects throughout the resort to reduce our energy consumption. In 2024, we completed two major projects: retrofitting The Palazzo Wall Washers from Metal Halide to LEDs and The Venetian tower Brow Lighting from fluorescent to LED.



Utilizing a higher-wattage bulb, we were able to reduce the number of light fixtures uplighting The Palazzo by 75%. We replaced the existing bulbs illuminating the top of The Venetian North Tower with more efficient LEDs, resulting in 80,000 kWh savings.

Water Conservation Efforts

IN 2024, WE USED 2,579,746 CUBIC METERS OF WATER ACROSS OUR OPERATIONS. We receive this water from three different sources: municipal water (provided by the Las Vegas Valley Water District), on-site wells, and groundwater.

Over the years, we have implemented several water efficiency projects to reduce our water usage.

Pool filter media was switched from sand to recycled glass, resulting in reduced backwashing, saving over 5 million gallons of water per year.

Artificial turf replaces grassy areas, minimizing water usage for landscaping.

Installing water-efficient fixtures across the campus saves over 33 million gallons of water annually.

Drip irrigation systems are installed throughout the property.

WE ARE ALSO FOCUSING ON REDUCING OUR RELIANCE ON MUNICIPAL WATER BY UTILIZING ON-SITE WATER RESOURCES IN NON-POTABLE AREAS.

A nanofiltration system collects 25 million gallons of groundwater from beneath The Palazzo for use in horticulture, cooling towers, and street cleaners.

On-site wells produce 130 million gallons of water annually for us in cooling towers.

Guests are encouraged through in-suite placards to conserve water by reducing shower time, turning off taps while brushing teeth, and opting for linen changes every three days, unless requested otherwise.



Waste Reduction Efforts

WE STRIVE TO REDUCE WASTE AND ENHANCE
RESOURCE EFFICIENCY THROUGHOUT OUR OPERATIONS

2024 HIGHLIGHTS

Over 160,000 pounds of food have been donated from events to local community partners.

Over 27,000 pounds of leftover materials from trade shows have been donated to local community organizations.

Over 1,100 tons of food waste have been sent to a local pig farm to be used as feed.

2024 SPOTLIGHT CONSTRUCTION WASTE

In May 2024, The Venetian Resort announced an ambitious \$1.5 billion renovation to the property. The extensive project aims to enhance the guest experience with updated suites, new entertainment venues, restaurants, and a revamp of the convention center. As a result of this renovation, over 4,300 tons of construction waste have been generated, of which 73% was diverted from landfills through recycling or reuse efforts.



We provide sustainability tours for Team Members, convention clients, and visiting academic groups interested in learning about all of the sustainability initiatives we have implemented on the property.



Sustainable Procurement

OUR COMMITMENT TO RESPONSIBLE AND ETHICAL BUSINESS PRACTICES LIES IN A ROBUST, SUSTAINABLE PROCUREMENT STRATEGY

We recognize that the products and services we source play a pivotal role in shaping our environmental footprint, social impact, and long-term resilience. Our procurement decisions are guided by principles that prioritize sustainability, transparency, and collaboration across our supply chain.

We actively seek suppliers who share our values and demonstrate leadership in areas such as resource conservation, emissions reduction, fair labor practices, and ethical governance. Our procurement criteria emphasize locally sourced and seasonal ingredients, biodegradable packaging, energy-efficient equipment, and fair labor practices. This not only enhances our sustainability performance but also contributes to the well-being of the communities in which we operate.

To ensure accountability and measurable progress, we maintain open lines of communication with suppliers and regularly assess their performance through audits, certifications, and self-reporting tools. Through education and engagement, we empower our procurement teams and partners to champion sustainability across every touchpoint—from the back of house to the guest experience.

By embedding sustainable procurement principles into our operations, we strive to create unique experiences that bring unexpected joy to our guests in a responsible and ethical manner.

Supplier Opportunity and Engagement

In 2024, The Venetian Resort proudly spent \$83.4 million with diverse-owned suppliers as part of our ongoing commitment to supplier opportunity and engagement, a 50% increase over 2023.

We believe that working with a wide range of businesses not only strengthens our supply chain but also helps build a more inclusive and thriving community.

MAJESTIC MIRROR & FRAME LLC

A leading manufacturer and distributor of decorative mirrors and lighting solutions, primarily serving the hospitality and commercial design industries. The company is known for its innovative, high-quality products, including backlit mirrors, LED solutions, and custom framing, which are widely used in hotels, resorts, and luxury developments worldwide. Since 2012, they have implemented sustainable standards for many of their products, such as the repurposing of waste fibers to make composite wood products. As part of the renovation of The Venetian North and South Towers, Majestic provided all the bathroom mirrors found in the newly renovated suites.



GASSER CHAIR COMPANY INC

Gasser is a family-owned business based in Youngstown, Ohio, specializing in the design and manufacture of high-quality seating for hospitality and commercial markets. The company prioritizes sustainability by utilizing sustainable materials in their products and improving upcycling efforts. Gasser has provided the new seating as part of The Venetian Convention & Expo Center remodel.

Conclusion

We are steadfast in our commitment to love, care, and responsibility. Our dedication to volunteerism, charitable giving, sustainability, and fostering inclusivity defines who we are and shapes every aspect of our operations. Through this report, we have highlighted our ongoing efforts to make a positive impact on our people, our communities, and our planet. As we reflect on our journey outlined here, we invite you to join us in continuing to strive for a brighter and more sustainable future.

For additional information and our policies, please click the links below:

[Code of Business Conduct and Ethics](#)

[Supplier Code of Conduct](#)

[Sustainable Development Standards](#)

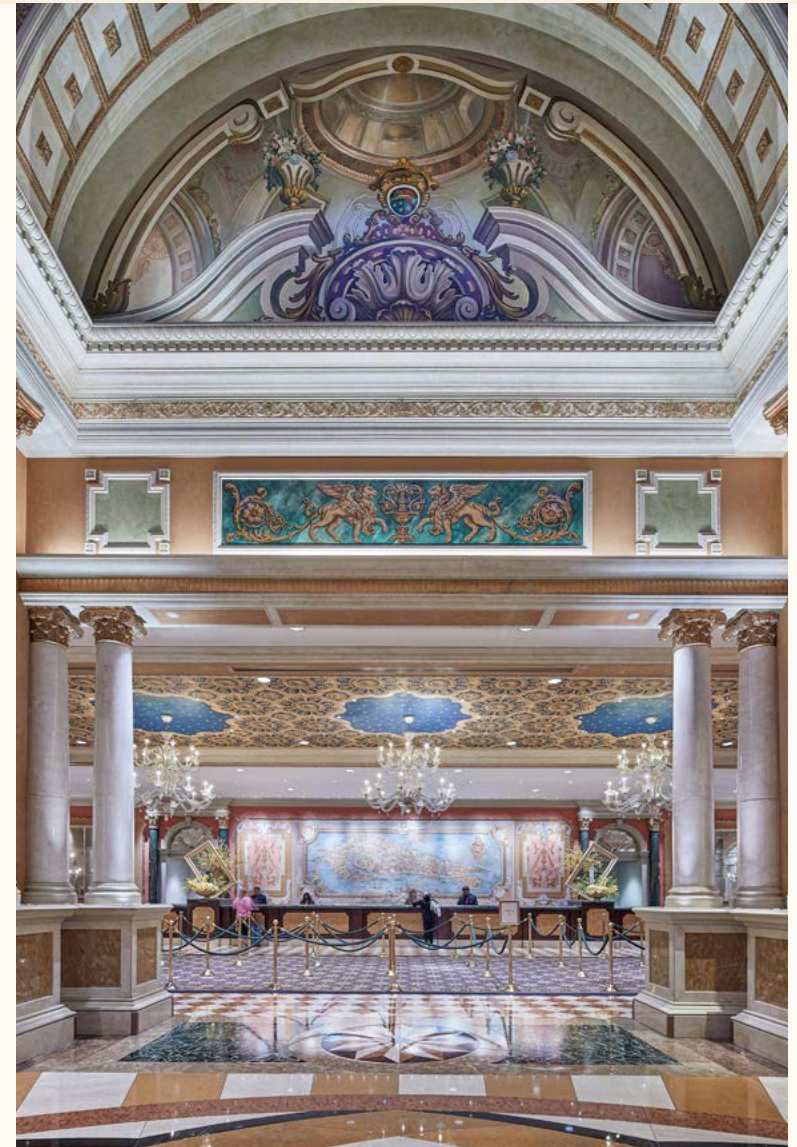
[Sustainable Procurement Policy](#)

[Purchase Order Terms and Conditions](#)

[Workplace Safety and Health](#)

[Contractor Expense Reimbursement Policy](#)

[Human Trafficking Prevention Policy](#)





APPENDIX

2022 GREENHOUSE GAS EMISSIONS DATA

SCOPE	CATEGORY	2022 MTCO ₂ e
SCOPE 1	Gross Scope 1	24,215
	Natural Gas & Stationary Combustion	22,221
	Fugitive Emissions	1,712
	Company-Owned Fleet	283
SCOPE 2	Electricity (Market-Based)	—*
SCOPE 3	Purchased Goods	168,226
	Capital Goods	59,109
	Fuel & Energy-Related Activities	23,314
	Waste	9,841
	Business Travel (Air & Ground)	210
	Employee Commute	10,552
	Upstream Facility Energy (Harrah's & Warehouse)	209
TOTAL		295,677

*The Venetian Resort uses RECs, bringing our Scope 2 market-based emissions to zero.



APPENDIX

SASB INDEX

The Venetian Resort has chosen to align with the voluntary Sustainability Accounting Standards Board (SASB) for the Casino and Gaming and Hotel and Lodging Standards.

CASINO & GAMING STANDARD

TOPIC	METRIC	DISCLOSURE
ENERGY MANAGEMENT	Total Energy Consumed	182,888,321 kWh
	Percentage of Grid Electricity	99.8% (location-based)
	Percentage Renewable Electricity	100% (location-based)
RESPONSIBLE GAMING	Percentage of gaming facilities that implement the Responsible Gambling Index	100%
	Percentage of online gaming operations that implement the National Council on Problem Gambling (NCPG) Internet Responsible Gambling Standards	The Venetian Resort does not have online gaming operations at this time
SMOKE-FREE CASINOS	Percentage of gaming floor where smoking is allowed	100%
	Percentage of gaming staff who work in areas where smoking is allowed	100%
INTERNAL CONTROLS ON MONEY LAUNDERING	Description of anti-money laundering policies and practices	Anti-money laundering training is mandatory for all Team Members on an annual basis
	Total amount of monetary losses as a result of legal proceedings associated with money laundering	\$0
CASINOS	Number of Tables	277
	Number of Slots	2,275
	Number of active online gaming customers	The Venetian Resort does not have online gaming operations at this time
	Total area of gaming floor	217,309 square feet



APPENDIX

SASB INDEX (CONTINUED)

HOTEL & LODGING STANDARD

TOPIC	METRIC	DISCLOSURE
WATER MANAGEMENT	Total water withdrawal	681,496,920 gallons
	Total water consumed	681,496,920 gallons
	Percentage of each in regions with High or Extremely High Baseline Water Stress	0%
ECOLOGICAL IMPACTS	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	0
	Description of environmental management policies and practices to preserve ecosystem services	The Venetian Resort does not have environmental management policies and practices to preserve ecosystem services at this time
LABOR PRACTICES	Voluntary turnover rate for lodging facility employees*	Hotel: 28.23% Entire Property: 16.80%
	Involuntary turnover rate for lodging facility employees*	Hotel: 9.93% Entire Property: 8.06%
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	The Venetian Resort is not disclosing this information at this time
	Average hourly wage*	Hotel: \$25.25/hour Entire Property: \$23.88/hour
	Percentage of lodging facility employees earning minimum wage, by region*	Hotel: 0% (100% earning above minimum wage) Entire Property: 1.63% (98.37% earning above minimum wage)
	Description of policies and programs to prevent worker harassment	Refer to workplace harassment prevention policy

*Lodging Facility Employees are defined as those working in: Concierge, Group Services, Guest Services, Front Office, Guest Relations, Hotel Administration, Housekeeping, and Resort Services.



APPENDIX

SASB INDEX (CONTINUED)

HOTEL & LODGING STANDARD (Continued)

TOPIC	METRIC	DISCLOSURE
CLIMATE CHANGE ADAPTATION	Number of lodging facilities located in 100-year flood zones	0
LODGING FACILITY	Number of available room-nights	2,588,580 room nights
	Average occupancy rate	96.3%
	Total area of lodging facilities	Hotel only: 7,013,020 square feet Entire property (conditioned spaces only): 13,241,988 square feet Entire property (both conditioned and unconditioned spaces): 17,664,897 square feet
	Number of lodging facilities that are (1) managed, (2) owned and leased, (3) franchised	1 facility managed by Apollo Global Management

*Lodging Facility Employees are defined as those working in: Concierge, Group Services, Guest Services, Front Office, Guest Relations, Hotel Administration, Housekeeping, and Resort Services.



FORWARD-LOOKING STATEMENTS

This Report contains certain forward-looking statements based on The Venetian Resort Las Vegas management's current assumptions and expectations, including statements regarding our CSR targets, goals, commitments, and programs and other business plans, initiatives, and objectives. These statements are typically accompanied by the words "aim," "hope," "believe," "estimate," "plan," "expect," "aspire," "goal," "commit," "intend," "foresee," "anticipate," "target," "will," or similar words. Numbers and percentages used in this Report may be estimates or approximations and may be based on assumptions. We urge you to consider all of the risks, uncertainties, and factors identified above or discussed in such reports carefully in evaluating the forward-looking statements in this Report. The Venetian Resort cannot assure you that the results reflected or implied by any forward-looking statement will be realized or, even if substantially realized, that those results will have the forecasted or expected consequences and effects.

All information included in this Report covers calendar year 2024 unless stated otherwise.

For CSR inquiries: lv_sustainability@venetianlasvegas.com

For Public Relations inquiries: publicrelations@venetianlasvegas.com



THE VENETIAN RESORT
LAS VEGAS