CORPORATE SOCIAL RESPONSIBILITY REPORT

2026













THE VENETIAN RESORT
LAS VEGAS

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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.



8,700+
TEAM MEMBERS

7,000+
SUITES

2 Million+
SQUARE FEET OF MEETING SPACE

25+
SIGNATURE 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.

A Letter From Patrick Nichols, President and CEO

Every year, I'm reminded that the most remarkable thing about The Venetian Resort isn't anything you can see from the Strip. It's our people, and the love they bring to their work, our guests, and our community. Love is more than a value here–it's our foundation. It's why we care for our Team Members, serve our guests with intention, show up for our neighbors, and protect the planet we all share. I'm honored to lead a team whose purpose reaches far beyond our resort walls.



OUR PEOPLE

Our people remain the reason our guests return again and again. We are committed to a workplace where every Team Member feels seen, heard, and empowered to bring their whole self to work. That commitment shows up in industry-leading benefits at no premium cost, development opportunities at every level, and programs like the Venetian Appreciation Award that let every eligible Team Member share in the success we create together. When our Team Members thrive, so does every guest experience.

OUR COMMUNITY

Giving back has been part of who we are since we opened our doors in 1999. Through partnerships with local organizations, we're addressing homelessness, food insecurity, and economic hardship across Southern Nevada. Our Team Members lead with compassion, giving their time and talent to causes that matter, and through the Food Rescue Alliance, surplus event meals reach Southern Nevada families every month instead of going to waste.

OUR PLANET

At The Venetian Resort, we recognize that our business decisions have a direct, material impact on the ecosystems and communities where we operate. Consequently, we are committed to integrating robust sustainable practices across our portfolio—focusing on waste mitigation, energy efficiency, sustainable event management, and green building standards.

STAKEHOLDER ENGAGEMENT

We can't do this work alone, and we don't try to. We listen closely to the people who shape our resort: Team Members through our annual Great Serenade Survey, meeting clients through our Green Meetings program, and the community partners who know Southern Nevada's needs best.

Our journey is guided by love, the same love that built The Venetian Resort more than 26 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 resort, our people, and our community.

Warm regards,



Patrick Nichols
President and CEO, The Venetian Resort Las Vegas

Achievements

OUR COMMUNITIES

- **54 Local Non-Profits**
- **13,395 Volunteer Hours**
- **22,236 Items Donated by Team Members**
- **266,953 Meals Rescued**

INDUSTRY TRADE GROUPS AND ASSOCIATIONS MEMBERSHIPS

Nevada Council on Problem Gambling, Gold Member

Nevada Resort Association (NRA), Member

United States Travel Association (USTA), Board 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
- **607,000 pounds of leftover materials** from trade shows are donated to local charity organizations
- **40 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

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

"Behind every unforgettable moment at The Venetian Resort is a Team Member who made it happen. That's what makes this place what it is. Just as our Team Members go above and beyond for our guests, we're committed to going above and beyond for them, with benefits that support their families, opportunities to grow, and a culture where every person feels valued, empowered, celebrated, and connected through a strong sense of belonging."

—**Matt Krystofiak,** Chief People Officer



Founders

As of October 19, 2026, we proudly employ 8,731 Team Members, including 359 founding Team Members who have been with the resort 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 Venetians at Heart Committee to oversee programming and events that 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 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 characteristics each individual brings to our business.

That work comes to life through our five Team Member Connection Groups: Women's Leadership Circle, PRISMA, VIVA!, Onyx, and Venetian Valor. Open to all Team Members, each group creates space to connect, learn, and celebrate together, building community across departments and throughout the resort.





Calex Castro, Executive Director, Player Development not pictured

Venetians at Heart Pillars



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



ENRICHMENT
Promoting personal and professional growth through education and development opportunities.



OUTREACH
Supporting our broader communities with heart and purpose.



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.

LEARNING AND CHILD DEVELOPMENT SUPPORT

The Venetian Resort supports working families by providing access to high-quality early childhood education through its 5-star, on-site center operated by KinderCare at Work, where Team Members benefit from significantly reduced tuition rates and complimentary meals.

In addition, the resort partners with KinderCare's off-site locations to further expand access to care. Eligible dependent children—from six weeks through kindergarten—receive a 30% Company-paid subsidy, combined with an additional 15% tuition discount offered by KinderCare. Together, these programs help ease the financial burden of childcare, support early childhood development, and enable Team Members to balance family responsibilities with their professional commitments.

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





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 2025, nearly $30,000 was awarded to Team Members in times of crisis, including assistance with mortgage, rent, temporary lodging, and utility bills.

Venetian 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 $4,250 each, which is a total of $32 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-level 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.

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

Our Team Members come from all over the world, and every voice makes our resort stronger. Through our partnership with the Culinary Academy of Las Vegas (CALV), we offer English as a Second Language (ESL) classes. They give Team Members a welcoming space to learn, connect and grow together.

Offered at beginner and intermediate levels, the classes help build confidence, open doors to new opportunities and foster a sense of belonging. The impact reaches beyond the workplace, supporting families, strengthening communities and nurturing an even more inclusive resort.

This partnership with CALV is one of the many ways we invest in our people, helping them take meaningful steps toward a brighter future.



Maestro Service Culture Training

Maestro Service Culture Training is a cornerstone of our resort's identity, 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—this program reinforces our shared commitment to delivering personalized, anticipatory, and memorable service across all areas of our property.

Our approach to sustaining this culture is simple, guided by our "three-legged stool" philosophy:

Team Member Engagement: Taking care of our people is where everything begins.

Guest Satisfaction: Engaged Team Members naturally deliver the world-class service our guests expect.

Strategic Investment: This collective dedication drives our financial and business performance.

Just like a three-legged stool, all three elements—Team Member engagement, guest satisfaction, and strategic investment—must remain in perfect balance for our resort to thrive. Maestro training is a vital vehicle for maintaining this equilibrium, providing practical tools and real-world scenarios to help each of us consistently embody the resort's brand promise and elevate every guest interaction.

Ultimately, this collective journey plays a critical role in strengthening team alignment, enhancing the overall guest experience, and fostering a shared sense of purpose across all departments—serving as a shared foundation for continued service excellence, personal enrichment, 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 SERENADE

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

WORKJAM

This central hub keeps Team Members informed, connected, and aligned with what's happening across the resort, bringing workplace communication, collaboration, celebration, and resources together in one place.

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 PROGRAMS

Bravo! honors Team Members who embody our core values—inclusive, generous, engaged, and thoughtful–while delivering unmatched service. The Golden Gondola celebrates our most remarkable Maestros: Venetians who bring our Maestro service fundamentals to life through genuine hospitality and empowerment.

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



"LOVE FOR ALL began as a program, but our Team Members have turned it into something bigger, a way of life. Every volunteer shift, donation drive, and rescued meal reflects what we believe: The Venetian Resort is only as strong as the communities we serve. We're proud to show up for Southern Nevada, side by side with the partners who care for our neighbors every day."

—**Marcy Miles,** Chief Marketing Officer

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

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



Danielle Romero
Specialist,
On-Property Signage
Brand Marketing



Rayman Kamaka
Assistant Manager,
Control Room

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 250,000 pounds of food, which provided more than 200,000 nutritious meals to families in our city. Our culinary and banquet teams, who prepare more than 3 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.
- 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.






MAX. GR.
TARE
PAYLOAD
CU. CAP
LOVE FOR ALL
LOVE FOR ALL
LOVE FOR ALL














MAKING
STRIDES LV



OUR PLANET

"As a global leader in hospitality, The Venetian Resort is dedicated to minimizing our environmental impact through innovation and continuous improvement. We are committed to evolving our sustainable practices to remain a premier destination for green meetings and events."

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



Our Ambition

We are actively reducing our environmental footprint through a targeted sustainability program. By structuring our initiatives around four core pillars, we ensure our resources are directed where they achieve the greatest environmental impact.

FOUR CORE SUSTAINABILITY PILLARS

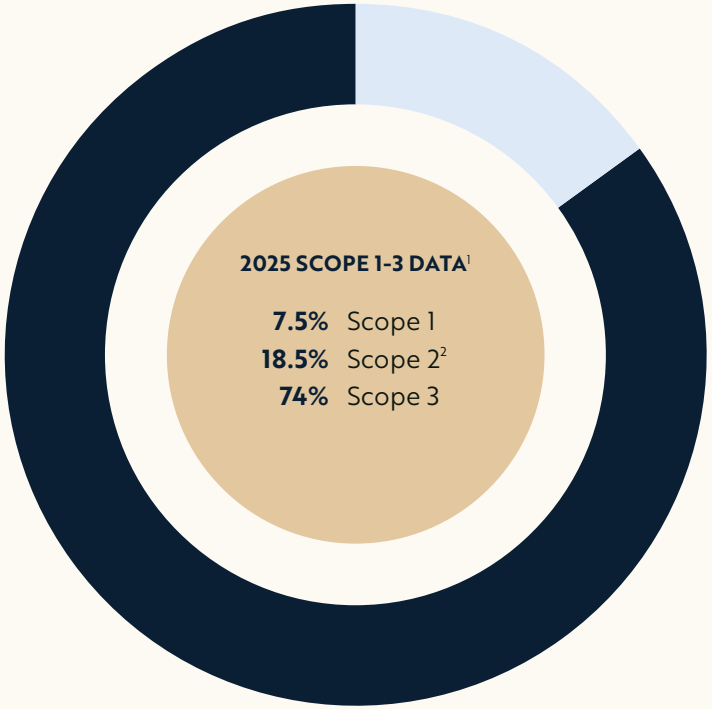
1. **Green Buildings:** Maintain environmental certifications and integrate state-of-the-art energy efficiency technologies across our entire campus.
2. **Environmentally Responsible Operations:** Minimize environmental footprint through efficient operational procedures such as improved waste diversion and robust reuse/recycling programs.
3. **Green Meetings & Events:** Partner directly with event clients at The Venetian Convention & Expo Center to seamlessly execute sustainable, high-impact events.
4. **Stakeholder Engagement:** Communicate our sustainability progress to internal and external partners.



Our Path Forward

Our primary environmental focus centers on addressing our Scope 3 emissions, particularly within Purchased Goods & Services and Capital Goods. Simultaneously, we are actively evaluating cutting-edge technologies to curtail our Scope 1 emissions, which are primarily driven by natural gas consumption.

2025 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 sourced Renewable Energy Certificates (RECs) for half of 2025 helping reduce our Scope 2 emissions by half.

33M
GALLONS OF WATER SAVED

EFFICIENT WATER MANAGEMENT

By upgrading to water-efficient fixtures across our entire campus, we are proud to conserve over 33 million gallons of water every single 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 materials from landfills by recycling, reusing, and repurposing everything from everyday paper and plastic to specialty items like carpet and batteries.

Sustainability Highlights



THE WATERFALL ATRIUM

The Waterfall Atrium at The Palazzo serves as a prime example of biophilic engineering. Integrated skylights maximize natural daylighting to support living plant installations, significantly reducing the waste associated with short-lived cut flowers. Additionally, the waterfall utilizes an evaporative cooling process that naturally lowers the ambient temperature, resulting in reduced HVAC energy demand.



HORTICULTURE

The resort's indoor horticulture enhances aesthetic appeal while significantly improving indoor air quality. To minimize municipal water reliance, irrigation is sourced entirely from a shallow aquifer located beneath the subterranean parking structure. Groundwater naturally flows into a sub-grade collection tank, where it is filtered and distributed for property-wide horticultural use.

Green Meetings

At The Venetian Resort, we believe that meetings are the very heartbeat of collaboration, innovation, and business growth. As long-standing leaders in the global meetings and events industry, we do not simply host gatherings; we continuously strive to redefine the guest and planner experience.

In 2024, we took this commitment to the next level by embarking on a landmark, multi-year renovation of our extensive meeting and convention spaces. This monumental investment is meticulously designed to merge sophisticated design with unprecedented customization, state-of-the-art technology, and our signature, world-class service. A critical and exciting outcome of this physical transformation is the integration of advanced infrastructure that directly enhances the robust, sustainable options we proudly offer to our clients.



Environmental stewardship is woven into the very fabric of how we operate. Our premier Green Meetings program represents a highly structured, holistic approach to providing environmentally preferable practices for every event hosted at The Venetian Convention & Expo Center.

We believe that sustainability should be seamless, which is why many of our industry-leading eco-conscious practices are integrated as standard procedures for every event we host. From high-efficiency resource management to responsible waste diversion, we lay a solid foundation for green hospitality.

However, we also recognize that every organization has unique environmental goals. To support your specific corporate social responsibility (CSR) initiatives, we offer a diverse suite of customizable options to further elevate your event's sustainable attributes. Whether you are looking to minimize your carbon footprint, implement zero-waste catering, or engage attendees in meaningful green initiatives, our team is ready to co-create a bespoke, high-impact event that aligns perfectly with your brand's values.

Green Meetings Program Highlights

Las Vegas hosts some of the largest, most spectacular conventions and events in the world. With that extraordinary scale comes a unique challenge: managing the inevitable surplus of high-quality, prepared food. Rather than allowing this valuable resource to go to waste, The Venetian Resort has deeply integrated its operations with the Food Rescue Alliance, an innovative program spearheaded by our community partner, The Just One Project.

Recognized by The White House in 2024 for its pioneering approach to the Challenge to End Hunger and Build Healthy Communities, this alliance represents the gold standard in hospitality-driven food recovery. It transforms convention surplus into a vital lifeline for food-insecure populations across Southern Nevada.

The success of the Food Rescue Alliance relies on seamless logistics, uncompromising food safety standards, and round-the-clock dedication.

1. Culinary Recovery & Preservation: The moment a banquet, gala, or convention meal concludes, our world-class culinary team immediately assesses the unserved, unplated surplus. These high-quality proteins, starches, and vegetables are rapidly and safely packaged, maintaining strict temperature controls to ensure absolute food safety.

2. Rapid Community Transport: Time is of the essence. The packaged food is swiftly loaded and transported directly to The Just One Project's dedicated Food Rescue Alliance Kitchen in Las Vegas.

3. Volunteer-Driven Redistribution: Within 24 hours of leaving our kitchens, community volunteers at The Just One Project portion, assemble, and repackage the bulk food into nutritious, family-sized meals. These meals are immediately distributed to local families, seniors, and community partners who need them most.

2025 HIGHLIGHTS

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

Rescued over 250,000 meals through the Food Rescue Alliance.

Provided over 20 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.

When you choose to host your event at The Venetian Resort, your sustainability goals are automatically set into motion. The synergy between the Green Meetings program and the Food Rescue Alliance allows your organization to effortlessly achieve key ESG (Environmental, Social, and Governance) targets. Your event won't just be remembered for its success—it will be remembered for the lives it helped nourish.

Energy Conservation Efforts

AS A PREMIER SUSTAINABLE DESTINATION, WE ARE CONSTANTLY EVALUATING AND INVESTING IN NEXT-GENERATION ENERGY EFFICIENT TECHNOLOGIES

- Installed a building management system that monitors over 3,000 pieces of equipment to ensure optimal operation.
- Established high-impact sustainability SOPs such as powering down idle escalators, closing sheer curtains to minimize heat gain in our guest suites, and cutting energy consumption by 50% through dimmed lighting during exhibition move-in and move-out.

Throughout the years, we have upgraded approximately 95% of our lighting throughout the property to energy-efficient lighting. As we move forward we continue to keep our eye on the next-generation technologies that will help us reduce our energy consumption on property.



We replaced the stage lighting in the Venetian Theatre with energy efficient fiber optic lighting. The new fixtures use approximately 60% less energy than the previous product.

Water Conservation Efforts

IN 2025, WE USED 2,666,236 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.

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



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 and drip irrigation systems are installed throughout the property, minimizing water usage for landscaping.



Our cooling towers are supplied by on-site wells and groundwater, reducing our reliance on municipal water.

Waste Reduction Efforts

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

2025 HIGHLIGHTS

Over 110,000 pounds of food have been donated from events to local community partners.

Over 40,000 pounds of leftover materials from trade shows have been donated to local community organizations.

Over 1,000 tons of food waste have been sent to a local pig farm to be used as feed.

2025 SPOTLIGHT CONSTRUCTION WASTE

As The Venetian Resort continues its $1.5 billion renovation, we continue to focus our efforts on achieving zero waste. This renovation generated roughly 6,000 tons of construction waste in 2025, of which 70% was diverted from the landfill 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.

CORE ACTIONS

- Select suppliers who actively lead in resource conservation, emissions reduction, fair labor practices, and ethical governance.
- Emphasize locally sourced and seasonal ingredients, biodegradable packaging, energy-efficient equipment, and fair labor practices.
- Assess performance through regular audits, third-party certifications, and self-reporting tools while maintaining transparent communication.
- Empower procurement teams and partners to champion sustainability from the back-of-house to the final guest experience.

Supplier Opportunity and Engagement

In 2025, The Venetian Resort proudly spent $64.66 million with diverse-owned suppliers as part of our ongoing commitment to supplier opportunity and engagement.

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 designing and manufacturing high-quality seating for hospitality and commercial markets. The company prioritizes sustainability by utilizing sustainable materials in its 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

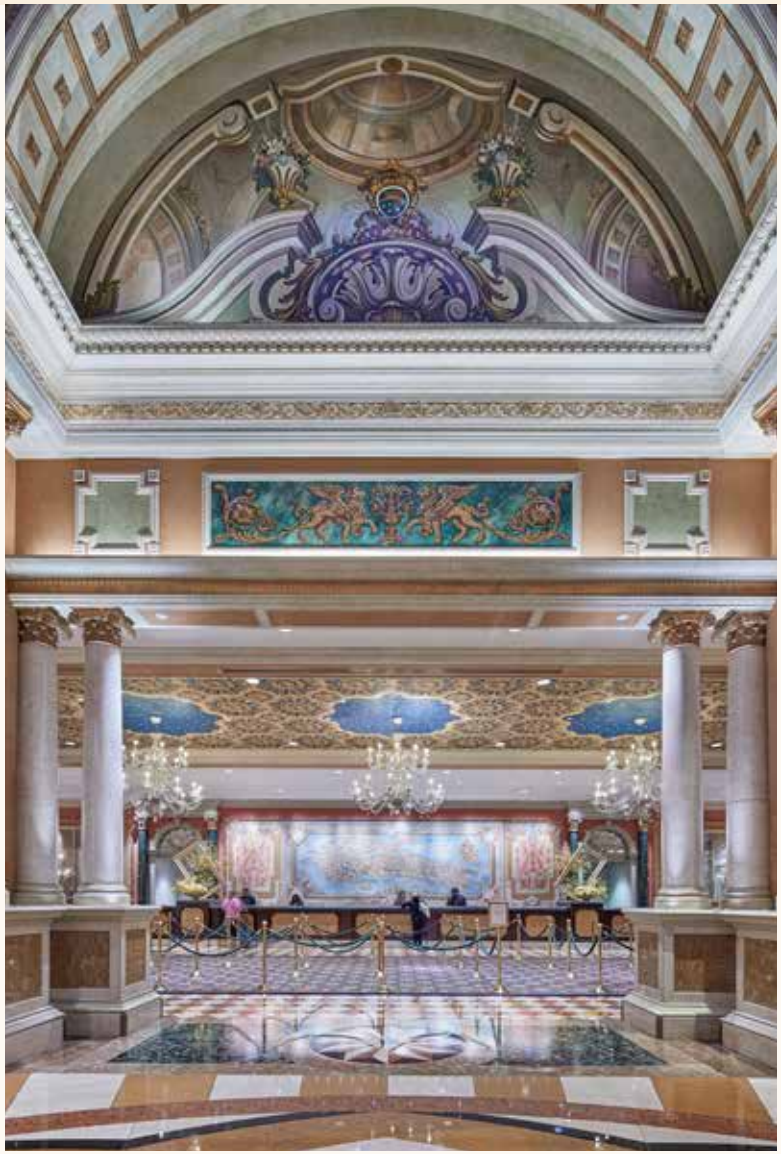
Sustainable Procurement Policy

Purchase Order Terms and Conditions

Workplace Safety and Health

Contractor Expense Reimbursement Policy

Human Trafficking Prevention Policy



APPENDIX

2025 GREENHOUSE GAS EMISSIONS DATA

SCOPE	CATEGORY	2025 $MTCO_2e$
SCOPE 1	**Gross Scope 1**	**23,665**
	Natural Gas & Stationary Combustion	21,535
	Fugitive Emissions	1,701
	Company-Owned Fleet	429
SCOPE 2	Electricity (Market-Based)	58,964
SCOPE 3	Purchased Goods	109,473
	Capital Goods	108,542
	Waste	9,748
	Business Travel (Air & Ground)	307
	Employee Commute	7,954
	Upstream Facility Energy (Harrah's & Warehouse)	212
TOTAL		**318,864**

*The Venetian Resort sourced Renewable Energy Certificates (RECs) for half of 2025 helping reduce our Scope 2 emissions by half.

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	184,093,591 kWh
	Percentage of Grid Electricity	99.8% (location-based)
	Percentage Renewable Electricity	47% (market-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	263
	Number of Slots	2,407
	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	703,492,477 gallons
	Total water consumed	703,492,477 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: 8.9% Entire Property: 9.6%
	Involuntary turnover rate for lodging facility employees*	Hotel: 14.0% Entire Property: 8.7%
	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: $26.06/hour Entire Property: $27.38/hour
	Percentage of lodging facility employees earning minimum wage, by region*	Hotel: 0% (100% earning above minimum wage) Entire Property: 0% (100% 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	2,442,301 room nights
	Average occupancy rate	95.9%
	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 2025 unless stated otherwise.

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THE VENETIAN RESORT
LAS VEGAS

26-HUM-2686422 11/2026