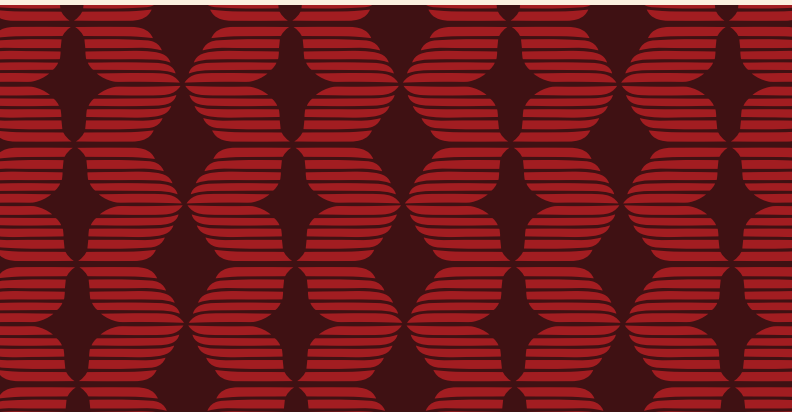




THE VENETIAN RESORT
LAS VEGAS

CORPORATE SOCIAL RESPONSIBILITY REPORT

2024



CONTENTS

01 INTRODUCTION 2

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

03 OUR COMMUNITY 17

- LOVE FOR ALL* 18
- Team Member Volunteering 19
- Community Partnerships 20

04 OUR PLANET 22

- Our Ambition 23
- Green Meetings 26
- Reducing Our Energy Footprint 28
- Waste Reduction Efforts 29
- Water Conservation Efforts 30
- Sustainable Procurement 31

02 OUR PEOPLE 7

- Team Member Culture & Connection 8
- Supporting Our Team Members 12
- Team Member Development & Training 14
- Team Member Engagement 16



ABOUT THE VENETIAN RESORT LAS VEGAS

The Venetian Resort Las Vegas stands as a beacon on the vibrant Las Vegas Strip. Our lavish architecture, top-tier amenities, and unmatched service have earned us global recognition. Boasting over 7,000 suites, we rank among the world's largest luxury resorts, offering an immersive experience that mirrors the romance and grandeur of Venice, Italy.

The integrated resort experience is marked by a commitment to sophisticated play, with world-class restaurants from celebrated chefs, Canyon Ranch spa and fitness, a five-acre pool and garden deck with 11 unique pools, two casinos, and a poker room, the Yahoo Sportsbook powered by William Hill, and desirable retail options at the Grand Canal Shoppes. A premier meetings destination, The Venetian Convention and Expo Center is home to more than 2.25 million square feet of meeting, exposition, and convention space and is one of the world's largest LEED-certified convention centers.

Our company culture is deeply rooted in its foundation of hospitality, integrity, and community engagement. Through our active involvement in philanthropic efforts and sustainable practices, The Venetian Resort continues to positively impact both the local communities and the region of Southern Nevada.

From our lavish suites and world-class dining options to our exciting entertainment venues and luxurious spa facilities, The Venetian Resort sets the standard for excellence in the hospitality industry. We continue attracting discerning travelers and top-tier professionals, solidifying our reputation as a premier destination for unforgettable experiences.



8,000+
TEAM MEMBERS

7,000+
SUITES

2 million+
SQUARE FEET OF MEETING SPACE

40+
RESTAURANTS

OUR COMMITMENT

At The Venetian Resort, our ethos is rooted in love and a true spirit of Italian hospitality. This foundational principle permeates every aspect of our operations, inspiring us to create meaningful impacts within our organization, our communities, and our planet. Through our dedication to volunteerism, charitable giving, fostering an inclusive work environment, and implementing sustainability initiatives, we strive to ensure that the love and care we infuse into our business are reflected in how we serve our customers.

The Venetian Resort is distinguished by its commitment to providing exceptional benefits and opportunities. Devoted to fostering growth and development, we offer various programs and resources to support our Team Members' career advancement and personal enrichment.

This report demonstrates how we uphold our values through initiatives focused on our people, our communities, and our planet. From fostering an inclusive work environment to partnering with local organizations to address critical needs in our community through our *LOVE FOR ALL* program, we are dedicated to making a positive difference in the world around us.

In our first Corporate Social Responsibility (CSR) report, we invite you to explore our ongoing efforts to create positive change and build upon the Venetian Resort's 25 years of commitment to environmental sustainability, community engagement, and social responsibility. Join us as we discuss our CSR efforts and reflect on our progress towards a brighter, more sustainable future for all.



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 we reflect on our core values, it's clear that The Venetian Resort was built on love, and this creates the foundation of everything we do. This love inspires us to make a meaningful impact within our resort, the communities we call home, and on the planet we share. I'm proud to lead a team that embodies this spirit of love and care in all aspects of our work.



OUR PEOPLE

At The Venetian Resort, we recognize that our greatest asset is our people. We're dedicated to fostering an outstanding work environment where Team Members feel included, valued, and celebrated for their unique qualities, skills, and perspectives. Our robust code of conduct guides every Team Member, ensuring respect and appreciation are at the forefront of everything we do. By celebrating the unique backgrounds of our Team Members, guests, and business partners, we cultivate an environment where everyone can thrive.

OUR COMMUNITY

Giving back to the communities we call home is a duty and a privilege. We address critical issues such as homelessness and food insecurity in Las Vegas through partnerships with local organizations. Our Team Members volunteer their time and talents, contributing thousands of hours to initiatives that make a tangible difference in our community. By supporting our non-profit partners and their missions, we extend our reach to help thousands in need each year in our community.

OUR PLANET

As a leader in the hospitality industry, we recognize our responsibility to minimize our environmental impact. Through environmentally responsible operations, green meetings and events, and sustainable building practices,

we strive to be stewards of our planet. Our sustainability strategy is guided by science and driven by our commitment to leaving the world a better place for future generations.

STAKEHOLDER ENGAGEMENT

Our sustainability efforts are part of our DNA and embedded in the way we operate our business every day. We actively engage with our Team Members and external partners to further our goals and drive positive change. Together, we identify areas for improvement and implement innovative solutions to create a more sustainable future.

As we look ahead, we'll continue to embody the Italian spirit of love and care that defines The Venetian Resort. Together, we will continue to make a positive impact on the lives of our Team Members, our neighbors, and our guests while remaining active stewards of our planet.

Thank you for your dedication and commitment to our shared values.

Warm regards,

A handwritten signature in black ink, appearing to read 'Patrick Nichols'.

Patrick Nichols
CEO, The Venetian Resort

HIGHLIGHTS & ACHIEVEMENTS

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



OUR COMMUNITIES

- Supported **22 local non-profits**
- Sponsored and attended **32 community events**
- Participated in **121 volunteer events**
- Contributed **5,865 recorded volunteer hours**
- **6,326 items** donated by Team Members
- Rescued and donated **83,832 meals**

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 tradeshow are donated to local charity organizations
- **100% of our energy** is sourced from Renewable Energy Sources
- Over **20 electric vehicle charging stations** on-site

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

LEED CERTIFICATIONS



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



The Venetian Convention and 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

“The people make the place, and our Team Members show it every single day with their passion and desire to make every guest experience memorable. It is our goal to provide our Team Members with the same unmatched experience that they provide our guests. With best-in-class benefits, including no premium insurance packages, competitive compensation, on-site childcare and wellness programs, we will continue to be an employer of choice in Las Vegas and create an inclusive environment where everyone can thrive and be celebrated.”



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



Lara Warren, Communications Specialist

TEAM MEMBER CULTURE & CONNECTION

We are devoted to crafting an exceptional workplace that champions and empowers every unique Team Member to uphold our values while fostering their own development through comprehensive benefits and growth opportunities.

At The Venetian Resort, we firmly believe that encouraging varying perspectives and fostering inclusivity leads to positive outcomes in our nuanced communities and in serving our diverse population of guests. Our goal is to create a welcoming environment and offer opportunities for Team Members to thrive, learn, and develop.

Our recently formalized Team Member committee will review, advise, and oversee new initiatives and enhance existing programs to further our goal of celebrating our unique and diverse workplace. We celebrate personal growth and professional development for all Team Members and welcome varied perspectives and experiences to add to the richness of our culture. This committee strives to amplify our presence and partnerships with local non-profit organizations to support and strengthen the diverse community that we call home.



WE ARE ALL
VENETIANS
AT HEART.



Our Team Members work together to foster innovation, service, and inclusivity.

As of March 31, 2024, we proudly employ 8,596 Team Members. Our workforce includes Team Members across generations, genders, cultural and ethnic populations, and from varying backgrounds, levels of experience, and creative talents. This variety brings different perspectives and ideas, enriching our workplace culture and enhancing innovation, productivity, and understanding.



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

SUPPLIER DIVERSITY

The Venetian Resort values the relationships we hold with our certified diverse suppliers across the products and services we purchase. Our sourcing process includes small, minority-owned, women-owned, disadvantaged/disabled-owned, veteran-owned, and LGBTQ+ owned businesses that meet our quality and service standards as part of our bid opportunities. In 2023, we spent an estimated \$54 million with diverse suppliers.

In 2023, we spent an estimated \$54 million with diverse suppliers.



SUPPLIER SPOTLIGHT

Sunbay Supplies LLC, is a Nevada registered company.

Sunbay Supplies is a minority-owned neighborhood business specializing in professional and responsible sourcing and manufacturing practices. The company supplied The Venetian Resort with new chaise lounge chairs, cushions, and tables for The Venetian Resort pools. Sunbay Supplies also provided model room pieces for The Venetian Resort tower remodel, including room amenities, bedroom railings, nightstand wireless chargers, and a nightstand headboard power outlet station.

TALENT ACQUISITION

The Venetian Resort is dedicated to fostering an inclusive workplace environment and valuing varying perspectives, as evidenced by our industry-leading retention rate. We collaborate with colleges and universities through both virtual and in-person platforms to recruit from a diverse and varied talent pool. Our close ties with local university chapters, specializing in Hospitality Programs, allow us to remain involved with regular meetings and tours for prospective candidates to explore potential job opportunities.

Our Talent Acquisition team is actively involved in various professional organizations to attract a robust and unique talent pipeline.

Through partnerships with VetNet and veteran organizations such as Work for Warriors, U.S. Vets, and Nevada Employer Support of the Guard and

Reserve (ESGR), we ensure that positions are accessible to veteran talent. We also engage with military spouse networks and support organizations to facilitate recruitment.

Hotel leaders actively mentor and recruit students from diverse backgrounds through local leadership programs such as The Just One Project Leadership Academy.

These initiatives underscore our dedication to fostering a diverse and inclusive workplace culture while positively impacting the broader community in which we live and serve. We remain dedicated to seeking opportunities to expand our talent pipeline with local and national organizations to strengthen Venetian's potential to enhance our workforce.

The Venetian Resort is proud to celebrate over 450 founding Team Members that have been with the property since opening day – May 3, 1999.



SUPPORTING OUR TEAM MEMBERS

We cultivate a culture that our Team Members truly cherish. Our on-site amenities and services are unparalleled, offering a haven for our team to thrive. With our top-tier recognition programs, individuals can showcase their talents and achievements throughout their journey with us. Giving back is ingrained in our ethos, as we passionately support local volunteer efforts. From corporate giving initiatives to environmental programs, we engage in various events year-round, empowering our Team Members to volunteer their time to causes close to their hearts.

CAREER ADVANCEMENT

Beyond offering competitive salaries and bonuses, we value career advancement. We empower our Team Members to develop their skills and promote from within whenever possible. In 2023, there were 293 internal promotions.

BENEFITS

At The Venetian Resort, we provide one of our industry's best, most affordable, and comprehensive benefits packages, helping our Team Members and their families stay healthy, feel secure, and enjoy a harmonious work-life balance. We provide a forward-thinking benefits package that prioritizes the well-being of our Team Members and their families.

We take immense pride in the breadth and excellence of our benefits, which include comprehensive medical, prescription drug, dental, and vision coverage with no premium cost to an array of additional plans, a 401(k) retirement savings plan, paid vacations and exclusive perks like discounted childcare and pet insurance. Designed to cater to the wide-ranging needs of our Team Members at all life stages, our benefits package reflects our commitment to their overall well-being.

myWellness Tools for A Well-Rounded life

OUR ON-SITE MYWELLNESS CENTER PROVIDES THE FOLLOWING SERVICES IN BOTH ENGLISH AND SPANISH:

Financial Well-Being Coach
Health and Wellness Educator
Mental Health Counseling



ADDITIONAL BENEFITS INCLUDE:

Medical, Prescription Drug, Dental, Vision, Life/AD&D Insurance and Short-term Disability Insurance Coverage at No Premium Cost

401(k) Retirement Savings Plan With a Match

Flexible Spending (FSA) For Both Health and Dependent Care

Vista Employee Assistance Program

Paid Time Off

24/7 On-Site Fitness Center Access at No Cost

24/7 Team Member Dining Rooms With an Array of Healthy Dining Options

Pet Insurance

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.

- **A 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.
- **An 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.

Health and Wellness Educator: Our Team Members are encouraged to invest in their health as a first step in their journey toward better well-being. At no cost, Team Members enrolled in one of our medical plans can receive support from a Health and Wellness Educator to better manage their health conditions, such as blood pressure and diabetes. They can also receive tips for healthy eating, weight management and meal plan guidance, personal training routines, and so much more.

Mental Health Counseling: We encourage Team Members to utilize the VISTA program for stress management and effective stress management



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

techniques. The VISTA program is designed to provide short-term, solution-focused counseling. Team Members or 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.

Off-Site Childcare Discounts & Subsidy: 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.

TEAM MEMBER DEVELOPMENT AND TRAINING

Team Member Learning and Career Development Programs

We recognize that life extends beyond the workplace. The Venetian Academy offers various learning opportunities, including orientation, internships, English as a Second Language (ESL) classes, citizenship programs, and mandatory annual compliance training. The Training Network facilitates knowledge sharing among department trainers and caters to three essential areas:

PERSONAL DEVELOPMENT | CAREER SKILLS | LEADERSHIP

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](#)

Tuition Reimbursement Program: In 2023, we proudly introduced our \$5,000 tuition reimbursement program.

Partnership with E-Cornell: E-Cornell provides professional and business development courses for senior leaders, where they learn in-demand skills and apply them immediately to their roles. All certificate courses are developed by Ivy League faculty.

English as a Second Language: We are partnered with UCEDA School, whose facilitators are TESOL (Teaching English to Students of Other Languages) certified. Their ESL program is accredited by the Commission on English Language Accreditation (CEA) and recognized and authorized by the United States Secretary of Education.



SUMMER INTERNSHIP PROGRAM
 For ten weeks, our interns get hands-on experience in departments such as hotel operations, sustainability, marketing, and more.

Responsible Gaming: We seek to promote responsible gambling through several initiatives.

- We created Play Responsibly, the industry's cutting-edge, most comprehensive training program on responsible gaming.
- We equip our Team Members with resource cards containing up-to-date information about responsible gaming support services so they can assist guests at all times.
- We provide collateral materials and present signage regarding [responsible gaming](#) for our guests in each of our properties.



For more on our policies and training, please click [here](#).

THE VENETIAN RESORT APPRECIATION AWARD

Eligible Team Members are automatically enrolled in a unique program called The Venetian Resort Appreciation Award, which allows them to take ownership of The Venetian Resort's growth in value. The award compensates all eligible Team Members annually when financial and service goals are reached and is distributed equally among Team Members based on the year's financial and service performance, encouraging everyone to act as "owners" of The Venetian Resort.

This award is unique to our property and the industry and is awarded above and beyond all other compensation and bonuses.



Since the beginning of the program in 2022, eligible Team Members have received \$2,250 each, which is a total of \$16 million in The Venetian Appreciation Awards.

RIALTO TEAM MEMBER RELIEF PROGRAM

Our Team Member Relief Program supports our Team Members when they face unexpected financial challenges and reflects our deep 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 longterm 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.

TEAM MEMBER ENGAGEMENT

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 (Newsletters):** We share a daily email newsletter called “The Daily Serenade,” covering resort updates, company culture, service standards, and other relevant updates. Leaders are responsible for sharing these with their teams.
- **Town Halls and Leadership Meetings:** The company conducts Team Member Town Halls in the theater or showroom, focusing on updates and engaging with Team Members. There are also leadership meetings for Directors and above to discuss financial, property, and operational matters.
- **Social Events and Recognition Programs:** Team Members are invited to industry events like the Nevada Hospitality & Lodging Association gala and the Las Vegas Convention and Visitors Authority (LVCVA) Hospitality Heroes program. The company also participates in recognition programs (Bravo), where outstanding Team Members receive accolades and prizes.
- **Great Serenade Survey:** In an effort to help leadership better understand the day-to-day experience of the people we employ, we conduct a Team Member satisfaction survey. The response rate is 67%. The survey can be used as a tool to identify strengths and areas of improvement in company benefits, policies, procedures, organizational structure, and culture.
- **Departmental Roundtable Meetings:** After the Great Serenade engagement survey, the company-initiated Roundtable Program discussions with departments to address survey feedback, discuss challenges, celebrate successes, and gather additional input. Follow-ups are conducted to assess improvements in the work environment.



OUR COMMUNITY

“ From day one, our commitment to our communities has been at the heart of who we are at The Venetian Resort. It’s why we call our CSR program LOVE FOR ALL and why there is an authentic spirit of generosity woven through everything we do. ”



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



The Venetian Resort Team Members volunteer with rescue food efforts

LOVE FOR ALL

Generosity is a core value for the Team Members of The Venetian Resort. Love fuels our dedication to making a meaningful difference in our community and ignites our passion to lift-up and support those in need.

The Venetian Resort has a robust community impact program called *LOVE FOR ALL*. Our core community cause focuses include Education and Development, Hunger and Homelessness, Sustainability causes, and Veteran Support. We also include Team Member and Iconic Community Events Causes as two subcategories, allowing us to support programs that fall outside our core focus but are important to our Team Members.

The *LOVE FOR ALL* program makes meaningful community impact through:

- Charitable funding of core cause initiatives
- Event and campaign sponsorship
- Team Member volunteerism
- On property Team Member donation drives
- Marquee Programs- Food Rescue Alliance, Gardens for Veterans, Leadership/Youth Mentor Academy Curriculum



COMMUNITY IMPACT AREAS



CHARITABLE GIVING

- Annual budget for charitable contributions
- Reviewed monthly with Executive Community Steering Committee



VOLUNTEERISM

- 120+ Volunteer Opportunities each year
- Operational, Event, and Skills-Based



EVENT SPONSORING

- Galas and Campaigns
- Charity Walks
- Charity Auction Prizes



FUNDING INITIATIVES

- Literacy Programs
- Garden Builds and Stem Education
- Leadership Programs
- Food Insecurity Initiatives
- Homelessness Support and Resources



ON-PROPERTY DRIVES

- Toy Drive
- Professional Clothing
- Food Drive
- Book Drive
- School Supply Drive

TEAM MEMBER VOLUNTEERING

GOODIE TWO SHOES

Several Team Members volunteered with the Goodie Two Shoes Foundation at J. M. Ullom Elementary School. Together, we helped 450 students pick out brand-new shoes! The Goodie Two Shoes Foundation provides disadvantaged children and children in crisis with new shoes and socks, as well as other items deemed essential for good health and positive development, and we are proud to support them in their mission.

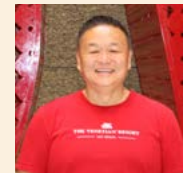


In 2023, our Team Members donated over 2100 toys and bikes and volunteered over 225 hours to an iconic Las Vegas annual toy drive event that supports many non-profits and spreads holiday joy to thousands of local families. The Venetian Resort also donated \$50,000 to the organizing charity, HELP of Southern Nevada.

VOLUNTEER SPOTLIGHT



Dana Beatty
Floral Operations



Richie Choi
IT Infrastructure



Christina Sharp
Internal Maintenance

Each quarter, the Community Committee selects a Volunteer of the Quarter based on volunteer hours and overall community impact. Each honoree receives a Venetian staycation including suite accommodations and dining and entertainment experiences. The Resort also makes a \$500 donation to the non-profit organization of their choice and the honoree leads the check presentation on behalf of The Venetian Resort.

COMMUNITY PARTNERSHIPS

FOOD RESCUE ALLIANCE

Every day, 1 in 8 Southern Nevadans faces the challenge of food insecurity. Despite our longstanding commitment to food rescue efforts at The Venetian Resort, we recognized the pressing need to extend our reach and rescue more meals.

In collaboration with The Just One Project, The Venetian Resort launched The [Food Rescue Alliance](#) in 2023. This program allows us to donate untouched leftover food from events, resulting in over 100,000 pounds donated as of July 2024. The White House [highlighted](#) this effort during a briefing for the White House Challenge to End Hunger and Build Healthy Communities by 2030. The Just One Project operates a comprehensive network of food distribution channels across Las Vegas, encompassing no-cost community markets, senior meal deliveries, and a weekday drive-thru food distribution. This extensive network allows the organization to positively impact over 20,000 individuals each month.

Our culinary and banquet teams prepare and serve over three million nutritious and delicious meals annually to event attendees. Leveraging our surplus but unserved meals, we've implemented an efficient process.

These meals are carefully stored and transferred to The Just One Project's Food Rescue Alliance Kitchen in temperature-controlled boxes. There, they are repackaged into family-sized portions and seamlessly integrated into the organization's food distribution channels or preserved for future use.



PROGRAM HIGHLIGHTS

- Currently, the program rescues between **10,000 to 20,000 meals per month**
- We anticipate a **100% increase in meals rescued in 2024** compared to previous years
- **Thousands of Las Vegans benefit** from receiving healthy meals from The Venetian Resort every month
- Moreover, The Just One Project extends its support beyond its immediate clientele by **supplying other local non-profits with much-needed meals on a weekly basis**

We acknowledge the challenges of both food insecurity and food waste and aspire to play a part in mitigating these issues. This dual focus will increase our positive impact on our communities

GARDENS FOR VETS

In 2023, Gardens for Vets, a transformative and healing program, was established to collaborate with veterans' organizations in creating beautiful and inspiring greenspaces at housing and transitional complexes for veterans. The spaces are designed unique to each facility and in collaboration with The Venetian Resort's internal teams, suppliers, and partners. At the Betterment community in Las Vegas, a new 500 sq ft garden space with multiple planters, seating, shade, and outdoor games was constructed. The Venetian Resort floral and carpentry teams designed and constructed the planter boxes, a local supplier, Par 3, helped to lay turf and provide shading, and The Venetian Resort volunteers, alongside veteran residents, helped to plant and upkeep the gardens. Gardens built to date have provided a greenspace and gardening opportunities for over 100 residents at three locations.

At the Radcliff transitional housing, planter boxes, shade canopies, outdoor seating, and games transformed the common space into an inviting social hub. The herbs grown in the planter boxes are harvested and sold in the downtown farmer's market as a source of income for the residents and used by the chef at the US Vets main campus to prepare daily meals.



YOUTH MENTOR PROGRAM - THE JUST ONE PROJECT LEADERSHIP ACADEMY

The Just One Project Leadership Academy is a free 90-day program for young adults ages 16-20 that are disconnected from school or employment. The Leadership Academy's mission is to inspire, impact, and change young adults to reach their potential.

Throughout the year, we support The Just One Project Leadership Academy by providing speakers and curriculum that cover business communication, public speaking, power of habits, job readiness, interviewing, and much more. Both spring and fall cohorts are treated to a property tour and one-on-one time with executive leaders. During each graduation ceremony, graduates receive a \$500 check from The Venetian Resort and are given the opportunity to be placed in open positions with support from our recruitment team.

The program focuses on:

- Leadership
- Civic Engagement
- Daily, 60-min, Self-Development with a Clinical Psychologist
- Career and Education Development
- Personal Finance Skills

OUR PLANET

“Embracing sustainable practices at The Venetian Resort is at the heart of what we do. As an operator of one of the largest resorts in the world, hosting millions of guests each year, we are positioning our property as a premier green meeting destination and continuously working towards minimizing our impact on the natural environment.”

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



Venetian Team Members engage in hydroponics education

OUR AMBITION

As a pioneering force within the hospitality industry, we're dedicated to spearheading initiatives that actively mitigate our environmental footprint. Employing a rigorous, science-driven methodology, we've meticulously crafted our sustainability blueprint around four core pillars, pinpointing key areas where our actions can yield the most significant environmental gains.

FOUR CORE SUSTAINABILITY PILLARS:

- 1. Green Buildings:** We aim to make our buildings as environmentally friendly as possible by obtaining environmental certifications and installing efficient fixtures.
- 2. Environmentally Responsible Operations:** We focus on operating our buildings in a sustainable manner by implementing sustainable standard operating procedures.
- 3. Green Meetings:** A significant part of our business is centered around our Venetian Expo and Convention Center. We collaborate with clients to make their events as sustainable as possible.
- 4. Stakeholder Engagement:** We promote all of our sustainability efforts to both internal and external stakeholders.

We prioritize environmentally responsible operations, ensuring that our daily activities minimize our environmental footprint through waste reduction, reuse, sustainable replacements, and robust recycling programs. We extend this commitment to our meetings and events, offering eco-friendly solutions tailored for groups of all sizes through our Green Meetings program, which integrates sustainability practices seamlessly into our operations and engages attendees in sustainable initiatives.



Sustainability is also ingrained in our resort's development, focusing on being a sustainable tourism destination. This is evident in our new developments, remodels, renovations, and integration of innovative technologies. Moreover, we actively engage with our Team Members and external partners, recognizing their vital role in advancing our sustainability efforts and fostering collaboration to amplify our impact and inspire collective action toward a more sustainable future.

We are exploring setting climate goals in line with the latest climate science and the Science-Based Target initiative. We plan to conduct an analysis and engage with stakeholders to potentially establish goals focused on reducing our carbon footprint and addressing climate change impacts. Our approach is intended to support transparency and build trust with our stakeholders as we strive towards a low-carbon future. By keeping track of our progress, we aim to stay adaptable in our environmental efforts and contribute to broader climate action.

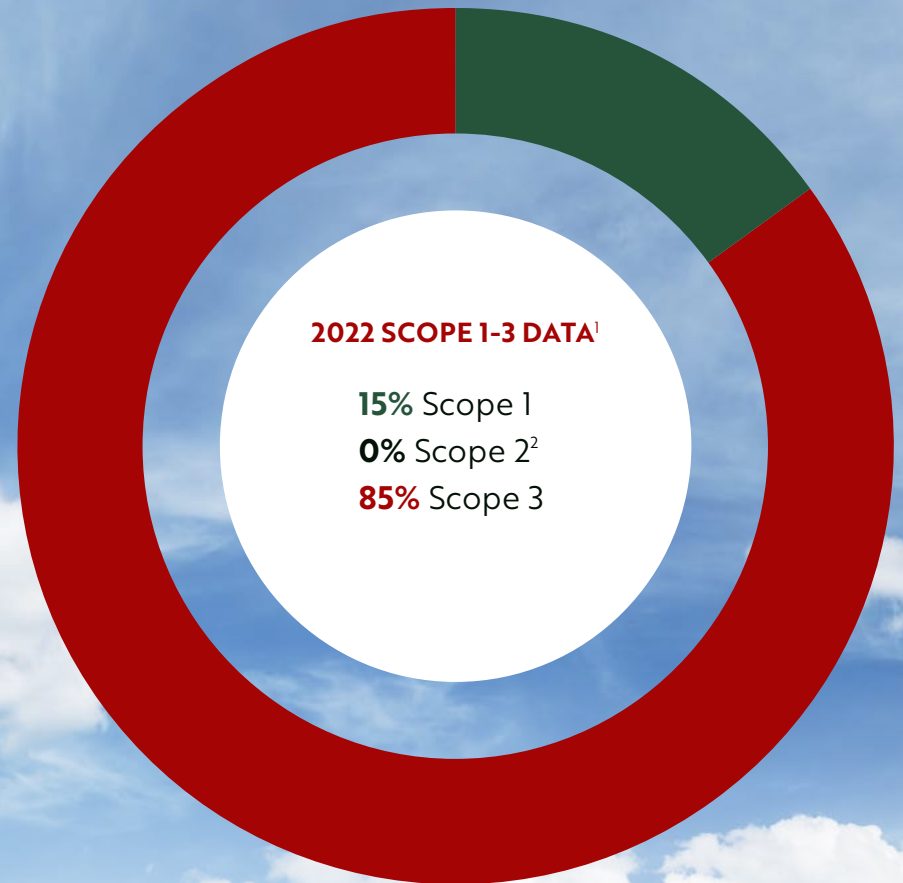
In 2023, a third party calculated our first Greenhouse Gas (GHG) emissions inventory, using 2022 as the baseline year, to better understand our overall impacts. This process included Scope 1, Scope 2, and select Scope 3 emission categories.

Our GHG footprint is primarily dominated by Scope 3 emissions, with Purchased Goods & Services and Capital Goods being significant contributors. For our Scope 1 emissions, natural gas and steam usage are the main drivers. To reduce these emissions, we are working on implementing efficiency upgrades and switching to cleaner alternatives like renewable electricity. 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.

With our baseline now established and as we continue to better understand our environmental impact, we are considering the possibility of setting an emissions reduction goal in the near future.

We are working on implementing efficiency upgrades and switching to cleaner alternatives like renewable electricity.

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.

CURRENT INITIATIVES



25M
GALLONS OF
GROUNDWATER
COLLECTED

**EFFICIENT WATER
MANAGEMENT**

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



3,000+
PIECES OF EQUIPMENT
MONITORED TO
MINIMIZE WASTE

**COMPREHENSIVE
EQUIPMENT MONITORING**

Our building management system monitors over 3,000 pieces of equipment to ensure optimal operation.



90%
OF OUR LIGHTING
UPGRADED TO
ENERGY-EFFICIENT
LEDs

**LED LIGHTING
IMPLEMENTATION**

We've upgraded about 90% of our lighting to energy-efficient LEDs. This saves energy and improves the quality of light in our facilities, making for a better experience for everyone.



50%
LIGHT DIAL DOWN
DURING MOVE-INS
AND MOVE OUTS

**EVENT-SPECIFIC
ENERGY MANAGEMENT**

During events in our Expo area, we dial down the lights to 50% during move-ins and move-outs. It's a simple way to save energy without compromising functionality or safety.



250,000
LBS+ OF MATERIALS
DONATED

**LEFTOVER MATERIALS
DONATION**

Over 250,000 pounds of leftover materials from tradeshow have been donated to local charity organizations, extending the lifecycle of these resources and benefitting the community.

GREEN MEETINGS



Rendering for newly designed convention remodel beginning in 2024

As leaders in the hospitality industry, our business is conducted in a responsible way, and we play an integral role in helping our clients and guests achieve their sustainability goals.

The Green Meetings program is a holistic approach to providing environmentally preferable practices for events held at The Venetian Convention and Expo Center. Meeting clients benefit from these practices, which are incorporated into our daily operations.

These practices include:

- **Resource Conservation Procedures** (e.g., equipment and lighting shutdown in unoccupied spaces)
- **Waste Diversion** (e.g., recycling, composting, donation program, partnership with local charities)

- **Indoor Air Quality Management** (e.g., green cleaning, CO₂ monitoring)
- **Responsible Purchasing** (e.g., reduced packaging, office supplies with recycled content)
- **Sustainable Food Practices** (e.g., reusable china and silverware, compostable serviceware)
- **Alternative Transportation** (e.g., public transit within walking distance, electric vehicle charging stations)

Our buildings have earned several prestigious and well-recognized third-party environmental certifications, which demonstrate our focus on conserving natural resources and improving occupants' health and comfort. High-performance facilities provide a foundation for a successful green meetings program.

THREE STEPS COMPANIES TAKE TO START THEIR GREEN JOURNEY WITH US:

1. Green Meeting Venue

We are a sustainable certified venue and operator, we have high-performance facilities, and we provide standard sustainable practices

2. Green Meeting Concierge

- Understand the company's values to help achieve sustainability goals
- Provide guidance in setting event sustainability goals
- Assist in developing an action plan for the green meeting initiatives
- Liaise between the company and internal operating departments to ensure successful implementation
- Check in on the implementation progress
- Work with the PR team to communicate event sustainability efforts
- Develop post-event impact statement and post-event report upon request

3. Green Meeting Options

Sustainable Food Menu: We use fresh, locally sourced ingredients for healthy, delicious options

Post Event Impact Statement: We provide a detailed report on energy, water use, recycling rate, carbon emissions, and sustainability highlights

CSR Programs: We customize events to give back to the community in partnership with local organizations

Donation Program: We donate leftover food and materials to community members in need

Sustainable Décor Options: We offer eco-friendly decorations that can be donated, reused, repurposed, or recycled

Digital Signage: We reduce waste with dynamic event information displays

Sustainability Tours: We educate attendees on the venue's green initiatives with guided tours

DONATION PROGRAM

As part of the Green Meetings initiative, The Venetian Expo manages an extensive donation program that supports a number of charitable organizations. Exhibitors have the opportunity to impact the local community via unused event materials or leftover booth inventory that are eligible for donation (e.g., samples, furniture, etc.).



For more information on Green Meetings or to start planning your event, please visit our [website](#).

“To team up with a partner like The Venetian Resort, where we're working together shoulder-to-shoulder, is a dream come true, and it's so exciting to know that this is just the beginning of an innovative new program that can act as a roadmap for other organizations and communities. We hope to inspire other organizations to join our food rescue alliance because we all are stronger together.”

— Brooke Neubauer, CEO and founder of The Just One Project

REDUCING OUR ENERGY FOOTPRINT

We've switched to 100% renewable energy, sourcing all our electricity from Renewable Energy Certificates. This is just one way that we reduce our environmental impact and support renewable energy initiatives.

Renewable Energy Certificates: We are committed to maintaining our practice of purchasing RECs to cover our electricity usage. This ensures that our energy consumption remains sustainable and aligns with our environmental objectives.

LED Lighting Retrofitting: One of our primary focuses is on retrofitting all lighting fixtures to energy-efficient LEDs. We aim to significantly reduce our energy consumption by upgrading to LED technology while improving the lighting quality throughout our facilities.

Comprehensive Energy Audit: We plan to conduct a thorough energy audit across our operations. This audit will help us identify areas of inefficiency and opportunities for improvement, allowing us to implement strategies to reduce energy consumption further and optimize our energy usage.



ELECTRIC VEHICLE CHARGING STATIONS

We have 20 electric vehicle (EV) charging stations that have been in use for over a decade. We will replace these aging stations with new units to ensure continued support for sustainable transportation options. As of July 2024, we have 13 existing functioning chargers that will be moved to valet and Team Member garages, and we will be adding 40 new units, which will be available for use by the end of Q3 2024. This will increase our charging inventory to over 50 units in 2024. We plan to continue increasing the total number of EV charging units based on consumer demand to provide greater accessibility and convenience for EV users, further promoting eco-friendly transportation solutions across our facilities.



REGIONAL TRANSPORT COMMISSION (RTC) PARTNERSHIP

We partnered with RTC to encourage the use of public transportation among our Team Members. The RTC has implemented an incentive program whereby individuals who commute to work using public transportation are eligible to participate in a monthly contest to win gift cards.

RTC kiosks have been strategically placed within The Venetian Resort's back-of-house areas to facilitate participation. Each time a Team Member utilizes public transportation for their commute, they simply swipe their RTC card at one of these kiosks. By doing so, they automatically enter themselves into the monthly prize drawing.

This collaboration promotes sustainable transportation options and rewards our Team Members for their eco-friendly commuting choices.

WASTE REDUCTION EFFORTS

We are dedicated to minimizing waste and maximizing resource efficiency across our operations. Here's how we're making a difference:

- **Food Waste Management:** All food waste unsuitable for donation is redirected to an animal farm to be utilized as feed, ensuring that it serves a valuable purpose rather than ending up in landfills.
- **Donation of Slightly Damaged Items:** Items slightly damaged in guest suites are donated to local charities and repurposed instead of discarded, contributing to waste reduction efforts.
- **Composting and Recycling:** Green waste, compostable service ware, and damaged linens from guest suites are composted or repurposed at local facilities, minimizing landfill waste and promoting sustainability.
- **Biofuel Conversion:** Used vegetable oil and grease are collected and converted into biofuel, offering an environmentally friendly alternative to traditional disposal methods.
- **Waste Diversion:** We divert over 27 different materials from entering landfills each year, demonstrating our commitment to comprehensive waste management practices.

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.



- **Donations to Local Charities:** Over 250,000 pounds of leftover materials from tradeshows have been donated to local charity organizations, extending the lifecycle of these resources and benefitting the community.
- **Hygiene Kit Contributions:** Partially used and unused amenity bottles from guest suites are sent to Clean The World, where they are repackaged into hygiene kits for distribution to those in need, supporting waste reduction and humanitarian efforts.

WATER CONSERVATION EFFORTS

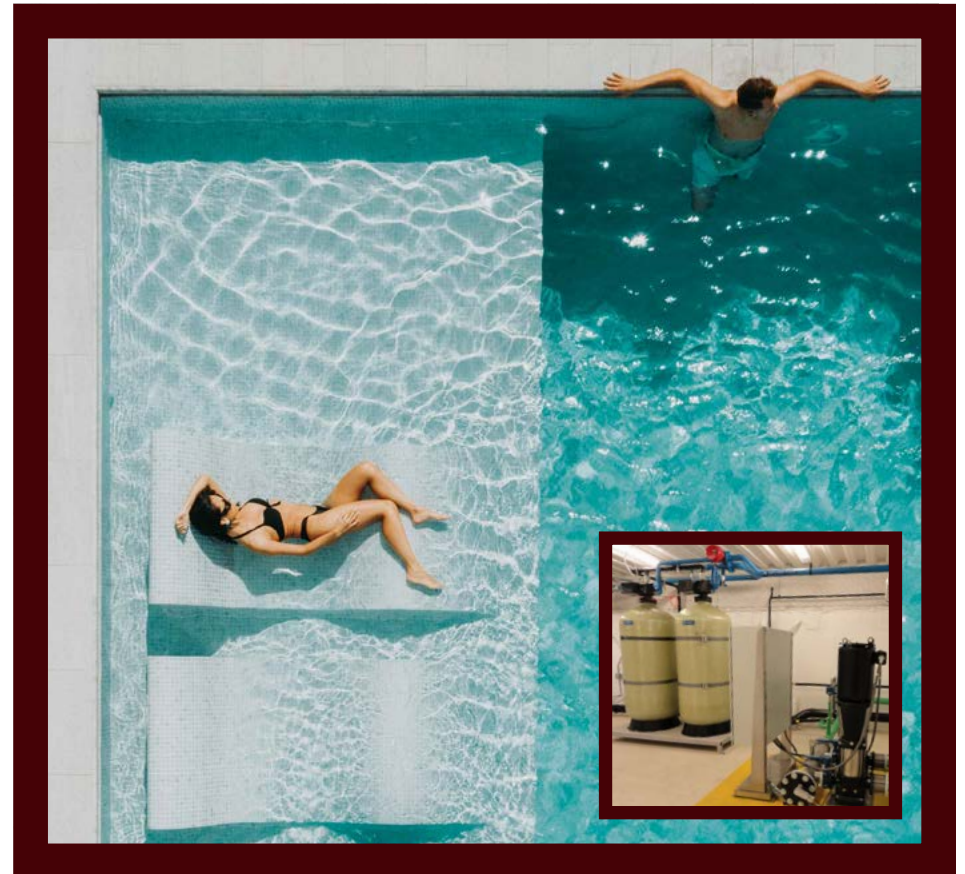
In 2023, we used 2,570,969 m³ of water across our operations. We receive water from three different sources: municipal water (provided by the Las Vegas Valley Water District), on-site wells, and groundwater water through a nanofiltration system.

We implement various strategies to manage water usage and promote conservation:

- **Utilizing on-site water resources** in non-potable areas reduces reliance on municipal water
- **Installing water-efficient fixtures** across the campus saves over 33 million gallons of water annually
- **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 cooling towers, reducing dependence on municipal water
- **Drip irrigation systems** are installed throughout the property, enhancing water efficiency
- **Artificial turf** replaces grassy areas, minimizing water usage for landscaping

Furthermore, guests are engaged in water conservation efforts through in-room placards, encouraging practices such as reducing shower time, turning off taps while brushing teeth, and opting for linen changes every three days unless requested otherwise.

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



SUSTAINABLE PROCUREMENT

At the heart of our operations lies a commitment to integrity in our supply chain. Our approach is threefold:

ETHICS | COMPLIANCE | SUSTAINABILITY

These principles permeate every tier of our supply chain. Our partners are held to the high standards outlined in our [Sustainable Procurement Policy](#).

Through the support of our sourcing system, our Team Members have the ability to browse the system to purchase products that we identified as meeting our sustainability criteria. We consider various organic standards and certifications when sourcing our products, including:

1. Local Sourcing Support: Most of our suppliers are US-based, aligning with our focus on supporting local businesses. For more details, please refer to our company's website: [Doing Business with Us](#)

2. Organic and Sustainable Certifications: A part of our products adhere to various organic standards and certifications, including USDA Organic, Organic Agriculture Certification Thailand, Canada Organic Standard, Japanese Organic Certification, Chinese National Organic Product Certification, OFDC Organic Product Certification, and others. Additionally, products may carry certifications

such as Rainforest Alliance Certified, Fair Trade Certified, UTZ Certified, Non-GMO Verified, RSPO Certified, Marine Stewardship Council's Blue Eco-Label, and the European Community Organic Production logo.

3. Coffee: A portion of our coffee is obtained from certified organic farms and may carry designations such as Bird Friendly, Rainforest Alliance, Fair Trade, and UTZ, ensuring ethical and sustainable production practices.

4. Sustainable Seafood: We prioritize sustainable seafood options, sourcing from suppliers certified by organizations like Salmon Safe, Marine Stewardship Council, Friend of the Sea, Monterey Bay Seafood Watch, Best Aquaculture Practices Certified, and others recognized for their sustainable fishing practices.

5. Green Tick Sustainable Certified: Some products feature the Green Tick Sustainable Certified label, which signifies compliance with organic, carbon-neutral, GE-free, or Fair Trade standards and may align with China Green Food AA Grade standards.

6. Ethical Animal Products: We consider the following standards when sourcing our eggs such as USDA Organic, Animal Welfare Approved label, and Certified Humane Raised & Handled label.

7. Environmental Impact Assessments: We are able to examine which products undergo a peer-reviewed Life Cycle Assessment following the ISO14044 standard, which can significantly improve their environmental footprint compared to the product they are substituting.

8. Organic Product Labeling: We can purchase products labeled under the Australian Certified Organic (ACO) and NASAA Certified Organic (NCO) standards that meet stringent organic certification criteria.

THE NEVADA RESORT ASSOCIATION



The Venetian Resort is part of the Nevada Resort Association (NRA) Environmental Sustainability working group. We meet monthly to discuss any new sustainability initiatives each of the resorts has implemented over the past month. The NRA also hosts excursions and presentations for the working group to learn about new sustainable opportunities in Las Vegas.

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	23,434
	Natural Gas	21,359
	Fugitive Emissions	1,885
	Stationary Combustion	16
	Company Owned Fleet	173
	Steam	22,018
SCOPE 2	Electricity (market-based)	-*
SCOPE 3	Purchased Goods	119,082
	Paper	359
	Capital Goods	121,350
	T&D Losses	2,998
	Waste	8,679
	Business Travel (Air + Ground)	47
	Employee Commute	12,302
	Upstream Facility Energy (Harrah's & Warehouse)	184
TOTAL		310,452

*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	176,980,629 kWh
	Percentage of Grid Electricity	99.9% (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	263
	Number of Slots	2,239
	Number of active online gaming customers	The Venetian Resort does not have online gaming operations at this time.
	Total area of gaming floor	205,036 square feet

APPENDIX

SASB (CONTINUED)

HOTEL & LODGING STANDARD

TOPIC	METRIC	DISCLOSURE
WATER MANAGEMENT	Total water withdrawal	679,178,091 gallons
	Total water consumed	679,178,091 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: 27.60% Entire Property: 20.97%
	Involuntary turnover rate for lodging facility employees*	Hotel: 10.62% Entire Property: 7.74%
	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: \$21.69/hour Entire Property: \$21.67/hour
	Percentage of lodging facility employees earning minimum wage, by region*	Hotel: 0% (100% earning above minimum wage) Entire Property: 1.68% (98.32% earning above minimum wage)
	Description of policies and programs to prevent worker harassment	Refer to workplace harassment prevention policy

APPENDIX

SASB (CONTINUED)

HOTEL & LODGING STANDARD (Continued)

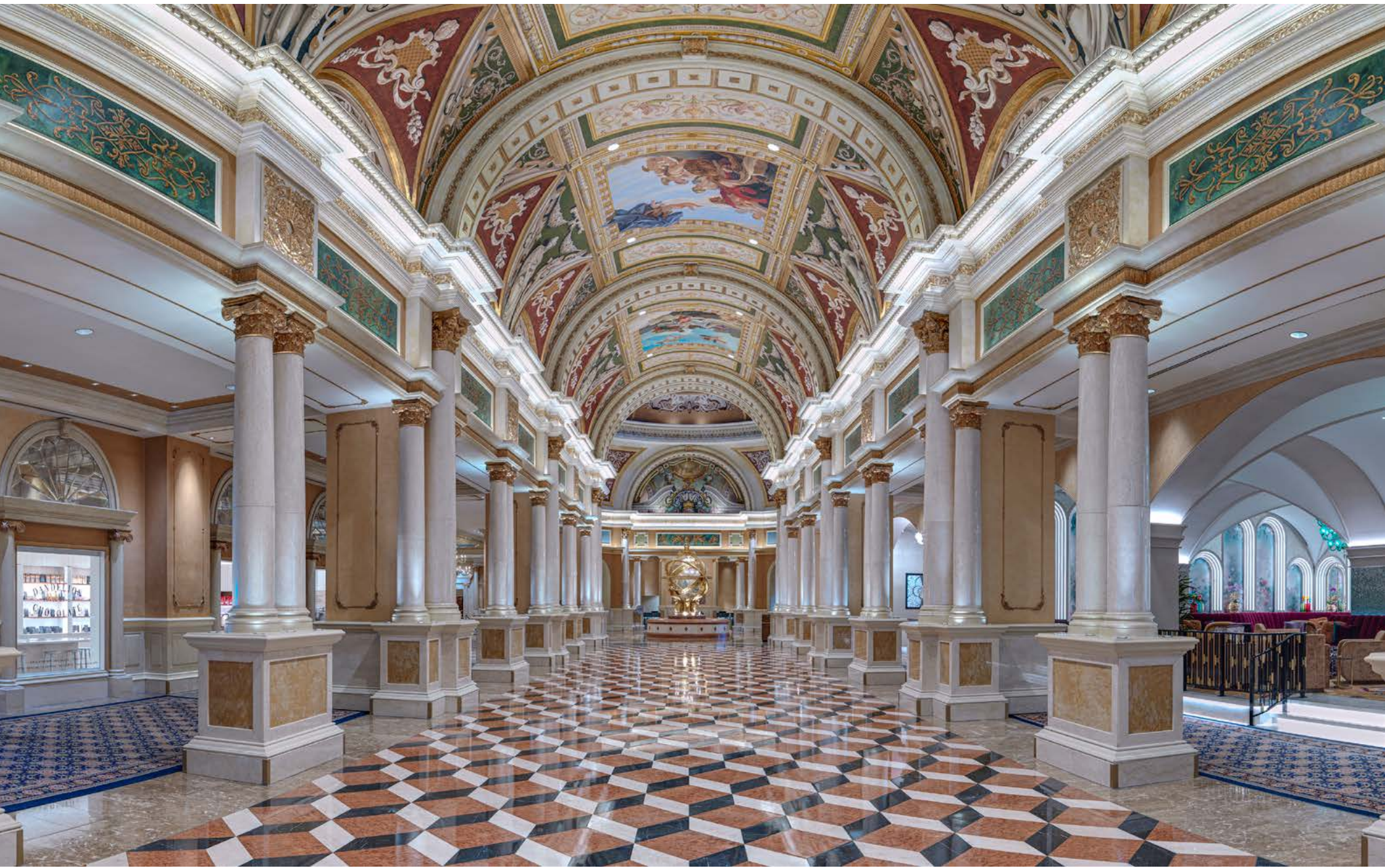
TOPIC	METRIC	DISCLOSURE
CLIMATE CHANGE ADAPTATION	Number of lodging facilities located in 100-year flood zones	0
LODGING FACILITY	Number of available room-nights	2,588,580 room nights
	Average occupancy rate	96.24%
	Total area of lodging facilities	Hotel only: 7,013,020 square feet Entire property (conditioned spaces only): 13,241,988 square feet Entire property (both conditioned & 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 2023 unless stated otherwise.





For CSR inquiries:
LV_sustainability@venetianlasvegas.com

For Public Relations inquiries:
Publicrelations@venetianlasvegas.com

