



SOLAIRE

2024 SUSTAINABILITY REPORT



EXPANDING NORTHWARD,
Elevating Sustainability



Contents

About the Report 04

2024 Performance Highlights 06

Message from the Chairman 08

00

Company Profile

Bloomerry Resorts Corporation 10
Mission, Vision, Values 11
Membership in Associations 11
Solaire Resort Entertainment City 12
Solaire Resort North 14
Solaire Online 17
Awards and Recognition 18

01

Sustainability at Solaire

Sustainability Framework 21
Value Creation Model 22

02

Valuing Our Customers

Delivering Customer-centric Entertainment 26
Customer Satisfaction 26
Customer Security 29
Data Privacy 30
Responsible Gaming 40

03

Enthusiastic Workforce

Diverse Workforce 44
Investing in our People 47
Engaging Our Team 52
Protecting our People 56

04

Protecting the Environment

Environmental Compliance 62
Climate Change Adaptation 64
Energy and Emissions Management 65
Water Consumption and Waste Water Management 70
Solid and Hazardous Waste Management 73

05

Creating Value for Society

Economic Performance 78
Tax Management 79
Community Relations 80

06

Good Governance

Governance Structure 88
Risk Management 90
Ethical and Lawful Practices 91
Recognized Excellence in Corporate Governance 95
Central Supply Chain Management 96

Annexes 98

Materiality Assessment 100
Stakeholder Engagement 102

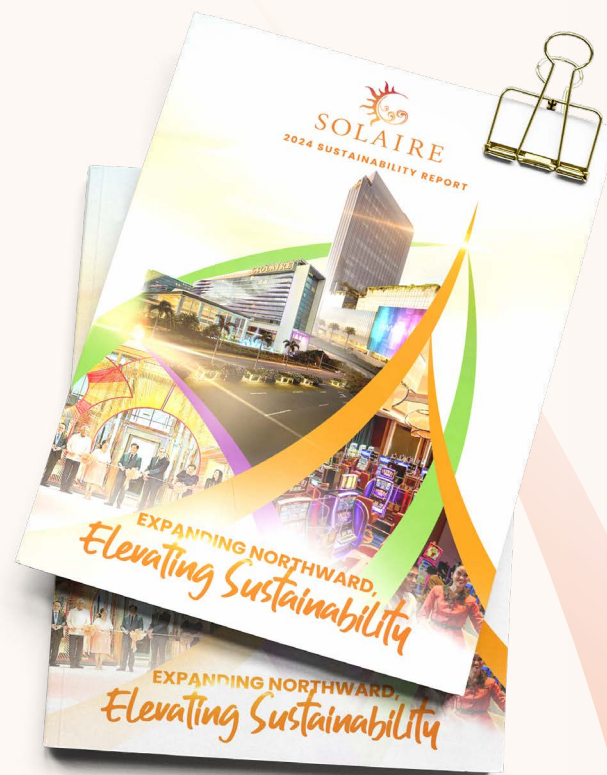
GRI Content Index 112

SASB Index 118

About the Theme

The term “North” has long symbolized direction, aspiration, and progress—principles that guide our approach to sustainability. Expanding Northward, Elevating Sustainability, the theme of this year’s sustainability report, reflects our commitment to responsible growth.

Solaire’s expansion isn’t just about reaching new locations—it’s about strengthening our sustainability efforts: improving energy efficiency, reducing our environmental impact, and supporting local economies. As we grow, we remain committed to thoughtful, sustainable development that creates lasting value for our stakeholders and the regions where we operate.



About the Report

GRI 2-3

This edition of Bloomberg Resorts Corporation’s (BRC) sustainability report details Solaire Resort’s Economic, Environmental, Social, and Governance (EESG) performance from January 1 to December 31, 2024, with comparative data from the previous year.

Now in its sixth edition, this report demonstrates how BRC balances business and profit with its responsibilities to customers, employees, society, and the environment. It also highlights the company’s commitment to ethical business practices in its value chain and its programs in responsible gaming.

The report adheres to the 2021 Global Reporting Initiative (GRI) Standards and incorporates the Hotel & Lodging, Casino & Gaming, and Restaurants Standards of the Sustainability Accounting Standards Board (SASB) of the International Financial Reporting Standards (IFRS). It also aligns with specific United Nations Sustainable Development Goals (SDGs) pertinent to Bloomberg’s activities and operations. A comprehensive list of the GRI material topics and boundaries, SASB Standards, and relevant UN SDGs referenced in this report can be found on page 20. Detailed disclosure levels are provided in the GRI Index on pages 112–119.

Bloomberg Resorts Corporation (Bloomberg) welcomes stakeholder feedback on Solaire’s sustainability efforts. Please direct comments and inquiries to the following contact channels:

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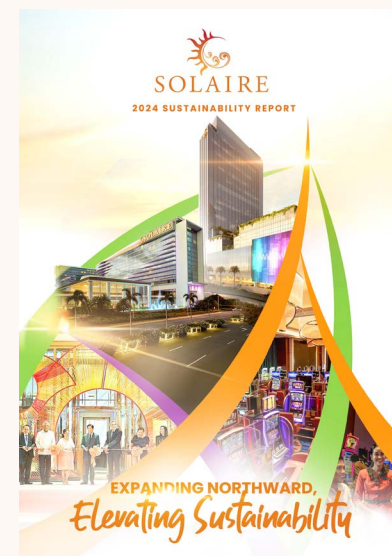
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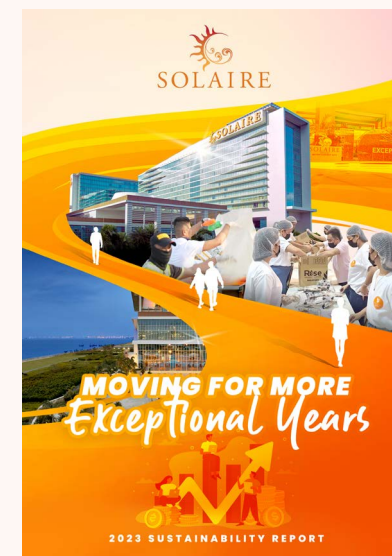


Solaire 2024 Sustainability Report Expanding Northward, Elevating Sustainability

Coverage: 2024

Published: 2025

Standards Coverage: GRI, SASB



Solaire 2023 Sustainability Report Moving for More Exceptional Years

Coverage: 2023

Published: 2024

Standards Coverage: GRI, SASB



Solaire 2022 Sustainability Report Together to Better

Coverage: 2022

Published: 2023

Standards Coverage: GRI, SASB



Solaire 2021 Sustainability Report Investing for a Sustainable Future

Coverage: 2021

Published: 2022

Standards Coverage: GRI, SASB

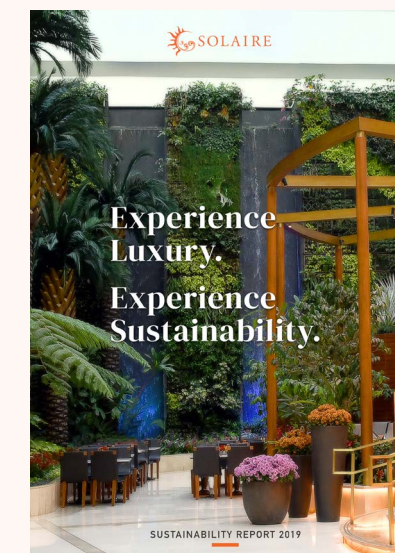


Solaire 2020 Sustainability Report United in Resilience

Coverage: 2020

Published: 2021

Standards Coverage: GRI, SASB



Solaire 2019 Sustainability Report and SEC Form 17-A Annex (Sustainability Reporting) Disclosure Experience Luxury. Experience Sustainability.

Coverage: 2019

Published: 2021

Standards Coverage: GRI

GRI 2-2

Coverage: This report focuses on the integrated resort operations of Solaire Resort Entertainment City (SEC) and Solaire Resort North (SN) and projects of Bloomberg Cultural Foundation Inc. (BCFI). For this report, the term “Bloomberg” or “Solaire” collectively refers to Bloomberg Resorts Corporation (BRC) and its subsidiaries, Sureste Properties Inc (SPI), and Bloomberg Resorts and Hotels Inc. (BRHI), operating the Solaire Resort properties. Excluded from this report’s scope are Business Process Outsourcing and other tenants not directly managed by the company, properties outside the Philippines such as Jeju Sun, and other non-operating subsidiaries, including Solaire Properties Inc., Solaire Resort Inc., Muui Agricultural Corporation, Bloomberg Cruise Terminal Inc., Bloomberg Resorts Japan, and Bloom Capital B.V.

2024 Performance Highlights



VALUING OUR CUSTOMERS

84.88%
Customer Satisfaction for Solaire
Resort Entertainment City

SEC: 71.3% | SN: 55.9%
Occupancy Rate

SEC: 5,054,583
SN: 2,392,387
Total Visitation

The only
ISO22000
Certified Integrated Resort
in the Philippines

8th
consecutive year
of obtaining Forbes
Travel Guide Five-Star
rating in Solaire Resort
Entertainment City



ENTHUSIASTIC WORKFORCE

10,395
Total Employees

45.4% New Hire Rate

14.3% Turnover Rate

6,344,310
total safe-man hours
in Solaire Resort
Entertainment City

56% male and **44%**
female team member
diversity



PROTECTING THE ENVIRONMENT

9,058 GJ
Gasoline consumption

34,922 GJ
LPG Consumption

74,349 GJ
Diesel Consumption

621,618 GJ
Electricity Consumption

739,946 GJ
Total Energy Consumption

754,684 m³
Water Consumption

8,626 tCO₂
Scope 1 GHG Emissions

119,748 tCO₂
Scope 2 GHG Emissions

128,374 tCO₂
Total GHG Emissions

5,205,787
biodegradable packaging and
containers used



CREATING VALUE FOR SOCIETY

Php 66B
Direct economic value
generated

Php 57B
Direct economic value
distributed

Php 14B
Government Taxes and
Licenses

Php 387M
Bloomerry Cultural Foundation
Inc. Project Expenditures

Php 538M Community Investments



GOOD OVERNANCE

38
Female Employees in
Leadership Roles

71% Percentage of spending on local
suppliers based on purchase orders

1,088
Accredited vendors



Message from the Chairman

Enrique K. Razon, Jr.

GRI 2-22



Dear Stakeholders,

I am pleased to share the latest chapter in Bloomberry Resorts Corporation's and Solaire Resort's enduring commitment to innovation, sustainability, and excellence. Despite the increased complexity of the global business landscape in 2024, we made significant strides in advancing our mission, strengthening partnerships, and fostering a sustainable environment.

Achievements in Growth and Excellence

The opening of Solaire Resort North in May marked a pivotal moment for our company. This state-of-the-art integrated resort has set new benchmarks in entertainment and hospitality, from its industry-leading gaming facilities to eco-friendly operational standards. Introducing this premier destination and expanding our footprint enhanced regional tourism, created thousands of job opportunities, and contributed significantly to local economic development.

As a result, Solaire has continued to earn accolades for our growth, strategies, and exceptional service, including our inclusion in the inaugural Fortune's Southeast Asia 500 list and

recognition from Inside Asian Gaming's IR Awards for "Best Regional Asia-Pacific Integrated Resort," and Cambridge IFA's "3G Excellence in Sustainable Practices Award." These achievements affirm our role as a leader in market reach, transformative guest experiences, and sustainability.

Commitment to Food Safety

Ensuring exceptional guest experiences extends beyond entertainment—it includes upholding the highest food safety standards. In October 2024, Solaire Resort Entertainment City became the first integrated resort in the Philippines to earn the ISO 22000 certification for food safety management from Lloyd's Register Quality Assurance London. This milestone reflects our dedication to continuously improving food safety systems and reinforces guest confidence in our dining offerings.

Innovation and Sustainability

In 2024, we strengthened our Sustainability Framework with ambitious goals and concrete actions. At Solaire Resort North, we implemented solid, sustainable practices such as integrating aerobic technology for food waste management. These measures align with our environmental stewardship and position us as pioneers in sustainable luxury.

As we have done in Solaire Resort Entertainment City, we also continued to strengthen our waste diversion strategies, and reduced emissions by installing energy-efficient HVAC systems and motion sensors.

These advancements helped manage our growing energy consumption while cushioning our environmental impact. Additionally, our Sustainable Gardening Program continues to provide a farm-to-table experience for our guests, underscoring our commitment to reducing waste and promoting biodiversity.

Social Responsibility and Community Impact

Beyond our business success, we remain committed to corporate social responsibility. Growth in our gaming revenue translates to higher license fees remitted to our regulator, PAGCOR, which in turn uses the funds to bankroll its various infrastructure and socio-civic projects. In 2024, we remitted Php 14.4 billion in license fees to PAGCOR and the Bureau of Internal Revenue, higher by 8.5% year-over-year. Through the Bloomberry Cultural Foundation Inc. (BCFI), our contributions totaled Php 538 million, supporting initiatives such as hospital construction, healthcare programs, education, and disaster relief efforts. These programs reinforce our role in fostering positive social impact and uplifting communities.

Our People and Community

Our workforce is at the heart of our success—a team of passionate individuals committed to our shared goals. This year, we advanced professional development through innovative training programs and promoted

diversity across all levels of the organization. As part of our broader social responsibility, the BCFI and the Solaire Cares program continued its impactful community projects, such as building hospitals, spearheading donation drives, and supporting underprivileged groups.

Our partnerships have likewise played a pivotal role in amplifying our reach and influence. By working closely with key stakeholders—from government agencies and industry associations to local communities and thought leaders—we have accelerated the adoption of best practices and elevated service delivery standards.

The Path Ahead

Moving forward, we will continue to integrate sustainability into our business operations and growth plans. This reflects our commitment to redefining luxury, driving sustainable growth, and creating lasting value for all our stakeholders.

Thank you for your unwavering support.

Enrique K. Razon Jr.
Chairman and CEO
Bloomberry Resorts Corporation



Company Profile

GRI 2-1, 2-6

Solaire is committed to combining world-class hospitality and entertainment with a responsible approach to sustainability. Our goal is to operate in a way that minimizes our negative environmental and socioeconomic impact while contributing meaningfully to the well-being of our communities.

We continually work to integrate sustainable practices into our operations, ensuring that our services reflect our core values and commitment to meeting our guests' expectations and managing our impact on the community and environment.

We seek to balance luxury and stewardship through programs that reduce our negative impacts. Through Bloomberg Cultural Foundation Inc. and Solaire Cares Program, we partner with various local interest groups that promote community development and social well-being. Guided by principles of good governance, we strive to make decisions that align with our values and cater to the interests of our stakeholders.



GRI 2-1, 2-6

Bloomberg Resorts Corporation (Bloomberg) is a premier developer and operator of integrated resorts in the Philippines. Established on May 3, 1999, and listed on the Philippine Stock Exchange under the ticker BLOOM, the company is headquartered at The Executive Offices, Solaire Resort & Casino, 1 Asean Avenue, Entertainment City, Barangay Tambo, Parañaque City.

Bloomberg, through its subsidiaries, Sureste Properties, Inc. (incorporated on April 16, 1993) and Bloomberg Resorts and Hotels, Inc. (incorporated on February 27, 2008), owns and operates Solaire Resort Entertainment City in Parañaque City, and Solaire Resort North in Quezon City. Solaire Resort North opened to the public in May 2024.

As of December 31, 2024, Bloomberg's subsidiaries include Bloomberg Cruise Terminal, Inc., Solaire Entertainment Property Holdings, Inc., Solaire Resorts Corporation, Solaire Korea Co., Ltd., Muui Agricultural Corporation, and Golden & Luxury Co. Ltd. which operates Jeju Sun Hotel & Casino in South Korea.



Mission, Vision, Values

GRI 2-23



MISSION

To deliver exceptional experiences in a harmonious environment where everyone feels at home. Solaire's success results in valuable investments and career opportunities, establishing the Philippines as a premier tourist destination.



VISION

Solaire becomes the only Filipino-owned luxury brand in the integrated resort industry to be the most preferred globally.

OUR CORE VALUES F.I.R.S.T.

Bloomberg and Solaire uphold its corporate values as it grows with its stakeholders. The goals, principles, sense of business ethics, and responsibility to society are guided by the company's operations and strategies embodied in its Mission-Vision Statement and Core Values.

FOCUSED

We are passionate about perfecting our craft in consistent provision of superior guest experiences.

INTEGRITY

We always do what is right even when no one is looking.

RESPECT

We work with our fellow team members and partners with mutual admiration to serve our guests with sincere compassion and thoughtful consideration.

STEADFAST

We remain firm with our commitment to excellence, keeping our responsibilities to heart.

TEAMWORK

We work in unity and cooperation for our shared goals, which makes us an exceptional team.

Membership in Associations

GRI 2-28



Solaire Resort Entertainment City

GRI 2-1, 2-2, 2-6, SASB SV-HL-000.C, SV-HL-000.D

Solaire Resort Entertainment City, formerly known as Solaire Resort & Casino, commenced operations in 2013. It was the first premium luxury hotel and gaming integrated resort in Entertainment City, Parañaque, Metro Manila, a Philippine Amusement and Gaming Corporation (PAGCOR) dedicated zone for gaming and leisure activities.

Solaire Resort Entertainment City offers luxurious accommodations across two distinctive towers on an 8.3-hectare site near Manila's central business and cultural districts.

In 2024, the company rebranded "Solaire Resort & Casino" to "Solaire Resort Entertainment City" to differentiate it from the newly opened "Solaire Resort North" in Quezon City.

Solaire continues to enhance the Philippines' gaming and hospitality sectors by attracting a global clientele and upholding a commitment to innovation and exceptional service.



SOLAIRE

Key Features

Luxury Integrated Resort:

First Filipino luxury integrated resort

with Forbes Travel Guide 5-Star rating for eight consecutive years.

Accommodation:

800 luxurious rooms, suites, and villas

featuring modern amenities such as high-speed internet, flat-screen IPTV, rain showers, and more.

World-Class Gaming:

400 gaming tables, and elite gaming areas for VIP and premium mass players.

Dining Excellence:

20 distinct dining options offering a variety of global cuisines, including Italian, Chinese, Japanese, and Filipino, along with premium wines and cigars.

Event Spaces:

The Forum and Solaire Grand Ballroom offer state-of-the-art facilities for events of any scale.

Entertainment:

The Theatre, with **1,740 seats, hosts concerts, plays, and performances.**

Shopping: The Shoppes features luxury brands like Bvlgari, Louis Vuitton, and Rolex.

AMENITIES

Wellness & Recreation:

- Spa: Therapeutic massages and body treatments.
- Pool and Cabanas: Open daily for relaxation under the sun.
- Gym: State-of-the-art equipment for fitness enthusiasts.
- Salon: Beauty and pampering services.

Leisure:

- Sky Range Shooting Club: 15-lane pistol and 5-lane rifle shooting bays.

Special Features:

- Players Stadium: Electronic table games with advanced technology.
- In-room Services: 24-hour massage and luxury amenities.



Solaire Resort North

GRI 2-1, SASB SV-HL-000.C, SV-HL-000.D

Solaire Resort North: The First Luxury Integrated Resort in Quezon City

On May 25, 2024, Bloomberry Resorts Corporation unveiled Solaire Resort North, the first five-star integrated resort in northern Metro Manila. Rising 38 stories on 1.5 hectares in Quezon City's fast-developing Vertis North district, this USD 1 billion entertainment complex is more than a high-end leisure destination—it is a grand statement of Bloomberry's commitment to sustainability, economic growth, and responsible development.

The inauguration of Solaire Resort North was graced by top government officials, including Philippine President Ferdinand Marcos Jr. and Philippine Amusement and Gaming Corporation (PAGCOR) Chairman and CEO Alejandro Tengco. In his speech, President Marcos emphasized the government's commitment to positioning the Philippines as a premier global tourism destination, with Solaire Resort North playing a key role in achieving this vision.



World-Class Features and Unparalleled Hospitality

LUXURIOUS ACCOMMODATIONS

Solaire Resort North offers 526 elegantly designed rooms and suites, with sizes ranging from 42 to 382 square meters. Each accommodation features plush beds, spacious bathrooms with separate rain showers and bathtubs, luxury amenities from Italian perfumer Lorenzo Villoresi, in-room coffee and tea facilities, a mini bar, an in-room safe, a large flat-screen LED TV with IPTV channels, and complimentary high-speed internet access.



A GAMING AND ENTERTAINMENT HAVEN

With four levels of gaming space, the resort houses 2,669 electronic gaming machines and 163 gaming tables, catering to both mass-market players and VIP patrons. Complementing this are 14 dining options, including signature restaurants like Finestra Italian Steakhouse, Red Lantern, and Yakumi, along with premium bars, lounges, and casual cafes.



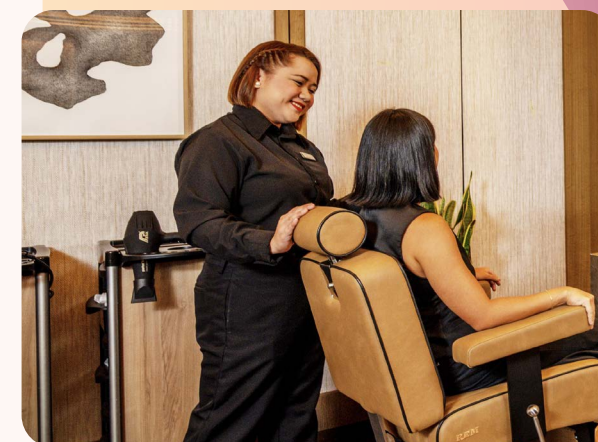
PREMIER EVENTS AND RETAIL EXPERIENCES

The resort offers over 1,800 square meters of event space, including a pillarless grand ballroom that can accommodate up to 1,300 guests. Multiple function rooms equipped with cutting-edge audiovisual technology provide the perfect setting for corporate events, conferences, and celebrations. Guests can also enjoy curated shopping experiences at The Solaire Boutique with exclusive Solaire-branded gifts and souvenirs.



EXCEPTIONAL LEISURE AND WELLNESS FACILITIES

Solaire Resort North trains the spotlight on guest relaxation and well-being with exceptional leisure and wellness facilities. The 1,400-square-meter Health Club is equipped with state-of-the-art fitness equipment for health-conscious guests. The Spa and Salon provide a sanctuary of relaxation, offering a range of rejuvenating treatments. Guests can unwind at the outdoor swimming pool and kids' waterpark that offer stunning city skyline views. Additionally, the five-level Kids Club features a two-lane bowling alley, party rooms, a snack bar, as well as dynamic and creative activities.



A Game-Changer for Quezon City

Solaire Resort North is more than a shining addition to Quezon City's skyline; it is a transformative project aiming to bring luxury closer to the northern population. Its prime location taps into an underserved market of residents and visitors who previously had to navigate the metro's congested routes to experience high-end hospitality.

Solaire Resort North's opening is expected to have a ripple effect on Quezon City's economy and significantly contribute to its dynamic evolution. According to Bloomberry's Chairman and CEO Enrique Razon Jr., Solaire Resort North has high hopes for Quezon City. "We hope to serve the burgeoning tourism demand north of Metro Manila and the nearby provinces that are enjoying rapid commercial and residential development. We hope to bolster economic activity in Quezon City by encouraging visitors, both Filipinos and foreigners, to explore and discover the city," he said.



A Commitment to Sustainability

One of Solaire Resort North's standout features is its emphasis on sustainability. The resort integrates comprehensive sustainability initiatives across Water Conservation, Waste Management, and Energy Efficiency. Adhering to the National Building Code, the resort's state-of-the-art infrastructure ensures efficiency and compliance with environmental regulations. Notably, its sewage treatment plant (STP) meets the Department of Environment and Natural Resources (DENR) Department Administrative Order 2021-19, underscoring its dedication to responsible water management.

Prior to its grand opening, Bloomberry collaborated with key regulatory agencies, including the local government unit of Quezon City, the DENR Environmental Management Bureau, the Laguna Lake Development Authority, and the Vertis North Estate Association. These partnerships ensured that the resort met all socioeconomic and environmental guidelines.

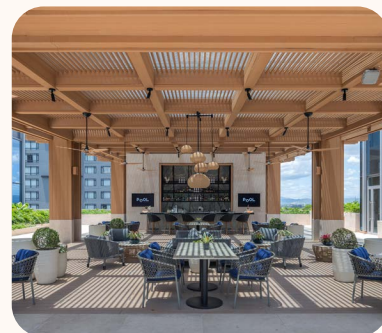
A Promising Future

As the resort begins welcoming more guests, industry experts are optimistic about its long-term impact. Solaire Resort North is both a luxurious getaway and a testament to Bloomberry's dedication to elevating the Philippines' status as a global tourism destination.

With its strategic location, exceptional amenities, and commitment to sustainability, Solaire Resort North is poised to become a landmark not only for Quezon City but for the entire metro. As its doors open, so too does a new era of possibilities for the community, the industry, and travelers eager to experience the best of Filipino hospitality.



BOARDROOM



POOL CAFE



BALLROOM



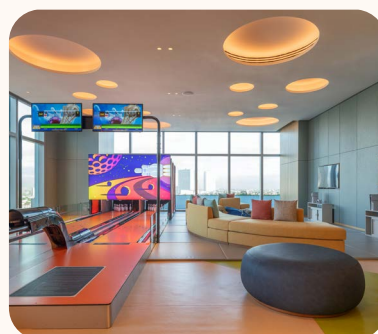
SKY BAR



FITNESS CENTER



SOLAIRE BOUTIQUE



KIDS CLUB



SPA



SLOT MACHINES



DRAGON BAR



MASS GAMING TABLES



LUCKY NOODLES

Solaire Online GRI 2-6

Solaire Online delivers an immersive digital gaming experience with various offerings, including Live Slots, Video Slots, and classic table games such as Baccarat, Roulette, and Sic Bo. Our platform uses the latest technology to replicate the thrill of an on-site casino, reducing traditional casino operations' environmental impact.

Fully licensed and regulated by the Philippine Amusement and Gaming Corporation (PAGCOR), Solaire Online adheres to regulations on fair play, security, and responsible gaming. This online platform offers diverse payment methods and round-the-clock customer support, making it easier and more accessible to patrons. Advanced encryption and player protection tools safeguard transactions and promote healthy gaming habits, such as spending limits and self-exclusion options.



Awards and Recognition

Bloomerry Resorts Corporation has garnered numerous accolades, reflecting its commitment to excellence in various domains:

3G Excellence in Sustainable Practices

Award: Recognized by Cambridge IFA in the 9th Global Good Governance (3G) Awards



for the 6th consecutive year
Estella Tuason-Occea, Executive Vice President, CFO and Treasurer



for the 5th year
Jonas R. Ramos, Executive Director for Investor Relations



the 4th consecutive year
Robin-Jason S. Venturina, Senior Manager for Investor Relations



for the 6th consecutive year

FORTUNE WE MADE THE LIST!

Celebrating the inaugural
2024 **Fortune Southeast Asia 500**

Bloomerry Resorts Corporation ranks 307th in Fortune Southeast Asia 500
31st largest print among the Philippines

Institutional Investor 2024 ASIA (EX-JAPAN) EXECUTIVE TEAM

MOST HONORED COMPANY
BLOOMERRY RESORTS

Bloomerry Resorts Corporation remains in the Most Honored Company List with three other Philippine companies



Best CEO on both combined (buy-side and sellside) and buy-side-only bases
Enrique K. Razon Jr., Chairman and CEO



Best CFO 3rd on combined basis, 2nd on a buy-side-only basis
Estella Tuason-Occea, Executive Vice President, CFO, and Treasurer



Best Investor Relations Officer, 1st by buy-side participants
Jonas R. Ramos, Executive Director for Investor Relations

Best IR Gaming Floor and Best Regional Asia-Pacific Integrated Resort for the second consecutive year

Best Overall Marketing Program

Inside Asian Gaming's 2024 Academy IR Awards

For more information, please see Recognized Excellence in Corporate Governance section on page 95.



Sustainability at Solaire

GRI 2-22

With the opening of Solaire Resort North in 2024, we are expanding our geographic footprint while deepening our commitment to sustainable growth. Even as we broaden our operations and impact, we are more mindful of our responsibility to environmental, social, and governance (ESG) principles.

Our Sustainability Framework

Solaire's Sustainability Framework provides a clear, strategic approach to addressing sustainability challenges and opportunities. At its core is a commitment to shared value – delivering tangible, positive outcomes for society while ensuring long-term business resilience.

Our framework also highlights the critical role of our workforce, continuous customer service improvement, shared value for society, and environmental stewardship. It also underscores the importance of strong governance as the foundation for strategic decision-making.

By defining these five pillars of impact, our framework establishes a value system where each area reinforces the others. It serves as a roadmap to strengthen sustainability within our workforce, showing how progress in one area relies on collaboration and input from all others.

VALUING OUR CUSTOMERS

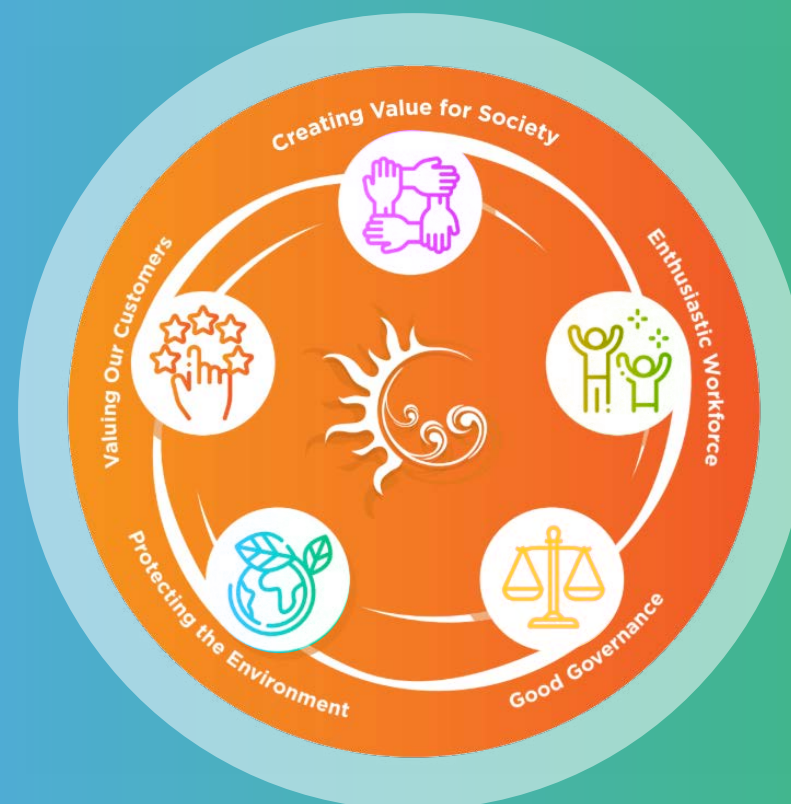
- Customers at the heart and core of Solaire's business and sustainability agendas
- Enhance customer experiences

Guest Experience & Satisfaction
Customer Health, Safety & Security
Customer & Data Privacy
Responsible Gaming



PROTECTING THE ENVIRONMENT

- Contributing to Solaire's collective efforts to halt the destructive effects of climate change



Waste Management
Water & Wastewater Management
Energy, Emissions, and Air Pollution



CREATING VALUE FOR SOCIETY

- Strengthening the country's tourism drive and to grow alongside Solaire's growth

Economic Performance
Corporate Social
Responsibility



ENTHUSIASTIC WORKFORCE

- Developing an inspired and productive workforce while nurturing a culture of teamwork and collaboration

Labor Conditions & Employee Welfare
Employee Skills & Competency
Occupational Health & Safety
Team Member Diversity



GOOD GOVERNANCE

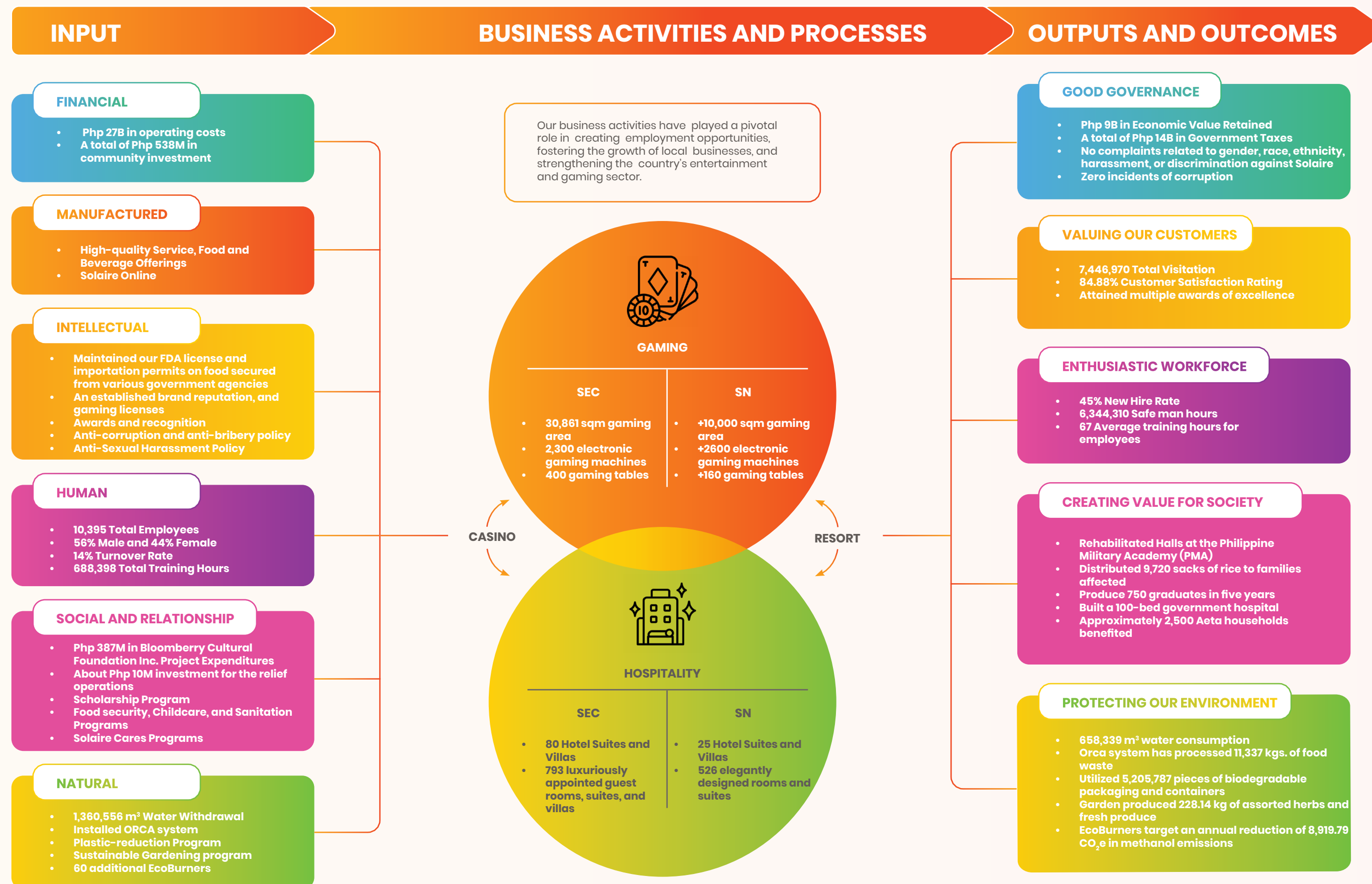
- Enhancing the public's trust in the ability of Solaire to operate ethically and responsibly

Regulatory Compliance
Business Ethics and Conduct
Leadership & Governance
Procurement Practices



Value Creation Model

We create value through our relationships with our stakeholders. Building trust, mutual respect, and credibility with our stakeholders is vital to our long-term sustainability.





Valuing Our Customers



As we expand our operations, we reaffirm our commitment to our customers, keeping their needs and satisfaction at the heart of everything we do. The high quality of service that defines Solaire Resort Entertainment City is now also the hallmark of the newly opened Solaire Resort North. Anchored in our FIRST values—Focused, Integrity, Respect, Steadfast, and Teamwork—we deliver world-class amenities and exceptional customer experiences in both properties.

Delivering Customer-centric Entertainment

Guided by our mission to provide world-class gaming and entertainment experiences, we aim to exceed customer expectations and elevate the experience we provide to world-class standards. We place a high premium on customer satisfaction, continuously refining our services based on invaluable customer feedback. Committed to safety standards, we uphold high standards in food quality, security protocols, data privacy, and gaming guidelines. We believe that our efforts have solidified our reputation for delivering five-star customer service, as evidenced by our numerous accolades.

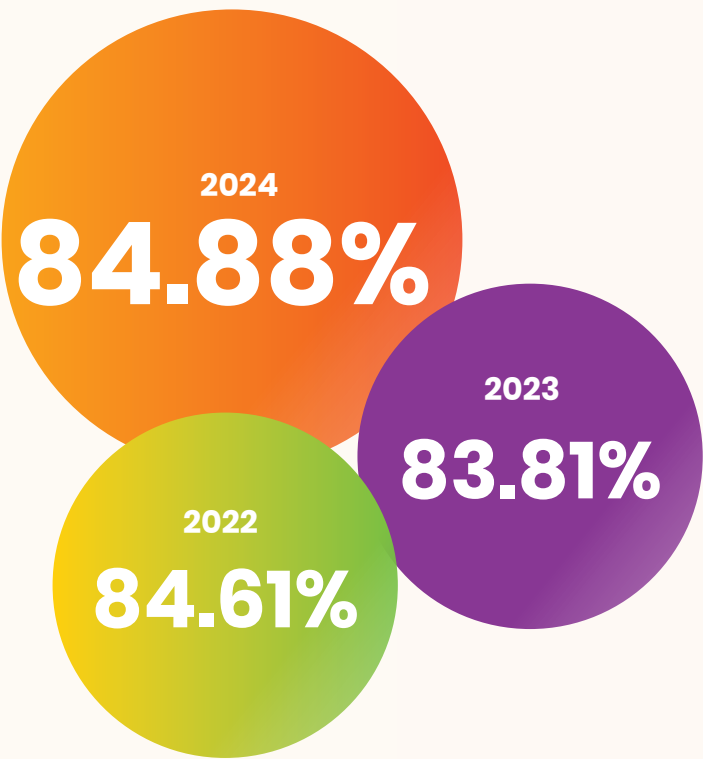
Customer Satisfaction

One of the key indicators of our success is the satisfaction of our customers. In 2024, Solaire Entertainment City achieved 84.88% in our Customer Satisfaction Rating.

We base this score on our Operational Excellence Index (OEI), a comprehensive framework incorporating feedback from multiple sources which provides a holistic perspective on our overall service quality and accountability for the operational efficiencies of our departments. The index leverages data from the Unifocus survey, which gathers direct customer insights from guests who have stayed at or experienced any of our service offerings and Peer Review Ratings from our booking partners. This multi-dimensional approach enables us to identify strengths, address areas for improvement, and refine processes to maintain service excellence and build lasting customer loyalty.

Solaire Resort North is in the process of establishing its rating system and is expected to disclose a comparable and reliable Customer Satisfaction Rating in the next reporting period.

CUSTOMER SATISFACTION RATING BASED ON OPERATIONAL EXCELLENCE INDEX IN SOLAIRE RESORT ENTERTAINMENT CITY



Hotel and F&B Metrics

SASB SV-HL-000.A, SV-HL-000.B

	NUMBER OF AVAILABLE ROOM NIGHTS	
	SEC	SN
	290,238	76,414
	ROOM NIGHTS*	
	OCCUPANCY RATE¹	
	SEC	SN
	71%	56%
	LOCAL CHECKED-IN GUESTS	
	SEC	SN
	50%	89%
	INTERNATIONAL CHECKED-IN GUESTS	
	SEC	SN
	50%	11%
	F&B COVERS (SOLAIRE-OWNED F&B OUTLETS AND RESTAURANTS)	
	SEC	SN
	1,984,840	1,037,384

¹Room nights and Occupancy rate reported pertain to third-party paying guests. This excludes house-use or complimentary use of the room for business purposes.

Solaire Rewards Club Program

We continually enhance the Solaire Rewards Club (SRC) Program to ensure our guests feel valued and appreciated. We reward members with status points for spending across our integrated resorts, including gaming, hotel stays, spa treatments, shopping, and dining. These points determine membership tiers, starting from Lifestyle and Silver Cards for new members and advancing to Gold, Platinum, Emerald, Ruby, and Diamond Cards, based on points accumulated within a 12-month period. Each tier offers exclusive discounts and rewards for dining, hotel stays, and shopping, gaming and other special promotions.



Transform your Solaire visits
into Solaire Rewards.



Solaire Club

The SRC program offers valued patrons exclusive access to the Solaire Club, a premium gaming area reserved for Ruby and Diamond cardholders. Designed to elevate the customer experience, the Solaire Club combines luxury and entertainment in a VIP setting. Guests can enjoy top-tier gaming experiences with high-end table games, slot machines, and scheduled live entertainment on the events stage. In Solaire Resort Entertainment City, they can indulge in gourmet dining at Acacia, savor treats at Gold Leaf, unwind with drinks at the Diamond Bar and Lounge, and enjoy exceptional services at the Mini Spa.



Customer Security

GRI 3-3, 410-1

OVER
600



Active Security Personnel,
all of whom have received
formal training

Ensuring a great customer experience starts with making our guests feel safe and secure. A well-managed security system is essential to safeguard our premises and employees, streamline operations, and enhance customer convenience.

In 2024, our security team, comprising over 600 active personnel, underwent extensive training in various safety, security, and threat response measures. These included Standard First Aid and Basic Life Support, Self-Defense, Security and Fire Safety and Emergency System (FSES) Orientation, and Quick Response Team (QRT) exercises. This dedicated team forms the backbone of our security operations, supported by a comprehensive structure that features an intelligence and investigation unit and plainclothes security personnel.

In addition to our in-house professionals, our security force includes experts from third-party security services and K-9-trained personnel renowned for maintaining peace and order in casino resort complexes. Their expertise allows us to maintain a solid track record in safety and security.

SECURITY PRACTICES AND EQUIPMENT

Our personnel are equipped with the knowledge and tools essential to maintaining the safety and security of our guests. At Solaire, we ensure that our security team is fully prepared to handle risks stemming from human actions, such as theft or vandalism, and natural disasters that could impact operations and service quality.

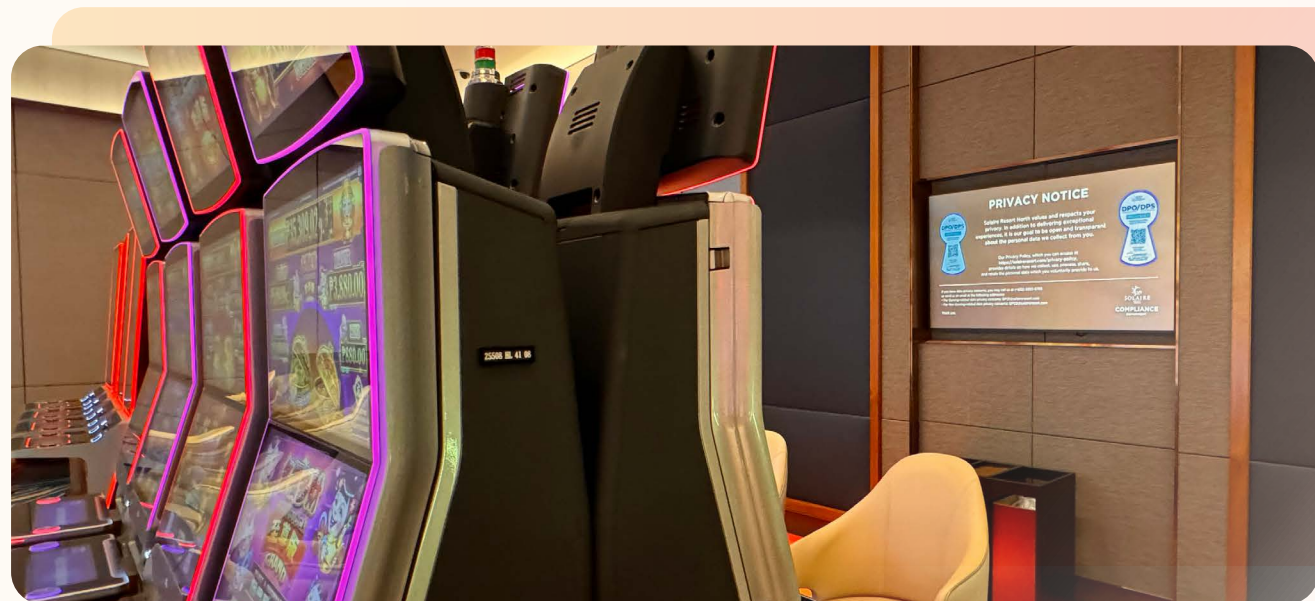
To stay ahead of potential threats, we adopted the latest security measures and monitoring systems, including implementing the Robo earthquake monitoring system to help mitigate seismic risks and ensure an effective structural response to seismic activity. In addition, our personnel have access to a wide range of state-of-the-art security equipment, including an X-ray machine, Guard Tour System, Walk-Thru Metal Detector, Airbus Radio, Bomb Basket & Bomb Blanket, Megaphones, Handheld Metal Detectors, Fire Detection and Alarm System, CCTV Monitoring, Gas Suppression System, Public Address System, and Elevator Intercom.



Data Privacy GRI 3-3

Consistent with our vision to make Solaire the premier Filipino-owned luxury brand in the global integrated resort industry, fostering customer trust and loyalty is paramount to us. To achieve this, we not only elevate customer experiences through a range of initiatives but also ensure the privacy and security of their data.

Our Data Protection Program, anchored on the Data Privacy Act of 2012, represents a comprehensive initiative designed to comply with regulatory requirements and safeguard our guests' privacy rights. This program is built on key compliance foundations that guide our pursuit of a secure and privacy-centric environment at Solaire.



DATA PRIVACY GOVERNANCE

Solaire has appointed a Data Protection Officer (DPO) to oversee data protection operations, ensuring compliance with applicable privacy laws and regulations. Supporting the DPO is the Data Protection Office staffed with certified data privacy practitioners.

In 2024, Solaire has been re-elected at the Hotel Sector representative to the National Privacy Commission's Data Privacy Council.

ONGOING PRIVACY RISK ASSESSMENTS

Privacy Impact Assessments (PIAs) are conducted regularly on processes, procedures, measures, and technologies that involve personal data processing. These assessments help identify vulnerabilities, mitigate risks, and enhance the security posture of our systems. An up-to-date inventory of personal data processing systems (DPS) and information assets is actively maintained to ensure continuous compliance and oversight.



ORGANIZATIONAL COMMITMENT

Solaire's Privacy Manual is readily accessible to all Team Members, outlining guidelines on data handling and security. To further embed a culture of privacy compliance, Compliance Officers for Privacy (COPs) have been appointed in each department to oversee the implementation of data protection measures and serve as points of contact for privacy-related concerns.

DAY-TO-DAY IMPLEMENTATION OF DATA PRIVACY MEASURES

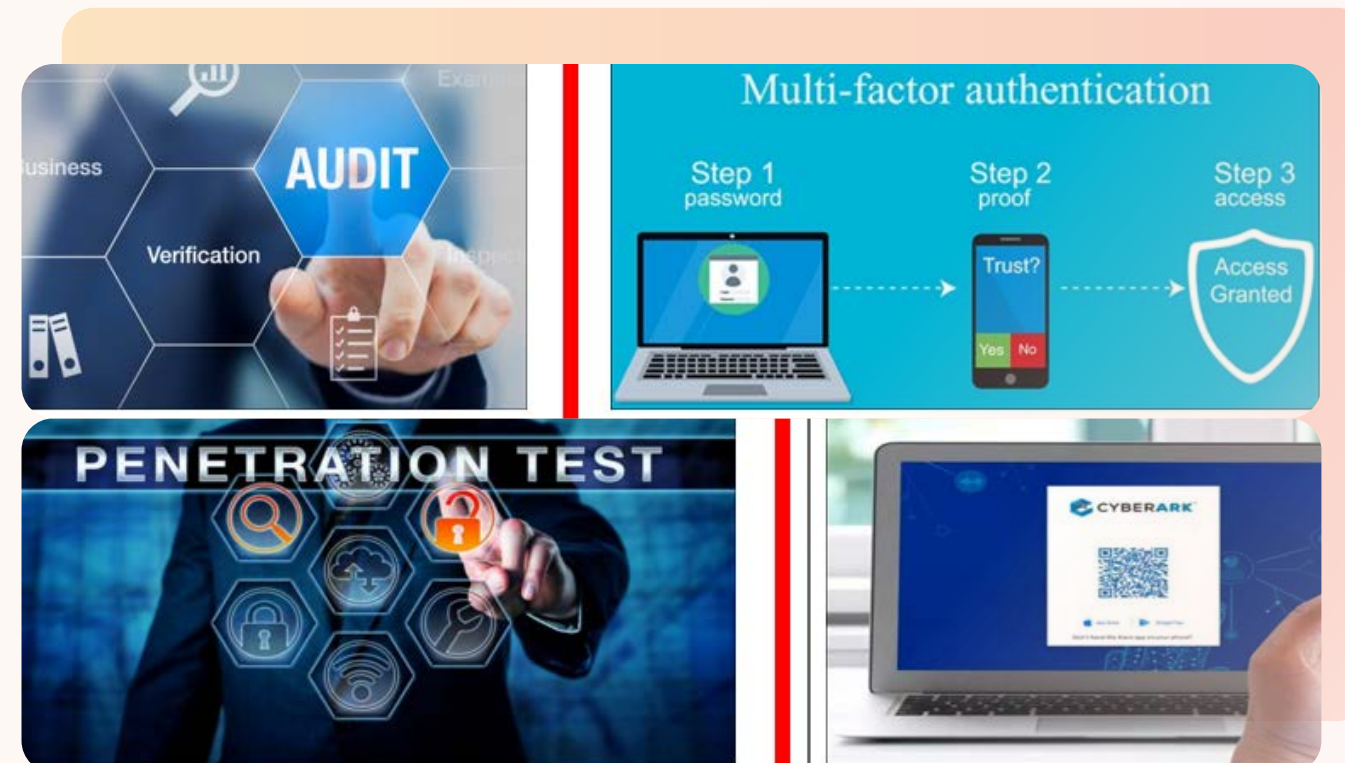
Privacy notices are prominently displayed at data collection points, ensuring transparency in how personal data is processed. Consent forms are used for collecting and utilizing personal data, and policies and procedures are in place to govern information requests from third parties. Guests and Team Members are informed of their data protection rights through privacy notices, training programs, and accessible resources. Additionally, procedures are established for handling complaints related to data privacy violations.

MANAGING SECURITY RISKS

Solaire employs stringent security measures to safeguard personal data. Data centers and storage facilities have restricted physical access, ensuring that only authorized personnel can handle sensitive information. Technical security controls, including firewalls, encryption protocols, access policies, audit logs, backup solutions, and internal security audits, are in place to mitigate risks. Regular vulnerability assessments and penetration testing are conducted to identify and address potential security gaps proactively.

EXECUTION OF DATA BREACH PROTOCOLS

A robust incident response policy and procedure is in place to address security incidents and personal data breaches. Regular breach drills are conducted to test response effectiveness. Solaire maintains detailed records of security incidents and data breaches, including timely notifications to affected individuals and regulatory bodies as required by law.





EFFECTIVE THIRD-PARTY RISK MANAGEMENT

Third-party engagements involving personal data processing are managed through Data Sharing Agreements (DSAs) and Data Processing Agreements (DPAs). Contracts involving personal data processing undergo thorough legal and compliance reviews to ensure alignment with data protection laws and Solaire's security standards.

TRAINING AND HUMAN RESOURCES MANAGEMENT

Solaire is committed to fostering a culture of continuous education and awareness in data privacy. Members of the Data Protection Office regularly obtain and maintain certifications and accreditations to stay informed on the latest regulatory changes, industry standards, and emerging risk. Data privacy training is integrated into onboarding programs and conducted regularly as refresher courses. Focused training sessions for COPs further enhance privacy governance. Additionally, Non-Disclosure Agreements (NDAs) and confidentiality agreements are enforced, and a security clearance policy is observed to safeguard sensitive data.

CONTINUING ASSESSMENT AND DEVELOPMENT

Solaire is committed to continuous improvement in its data privacy framework. Regular policy reviews, internal assessments, and security audits are conducted to identify areas for enhancement. The company also leverages data privacy management software to streamline compliance assessments and improve oversight.

By implementing these comprehensive measures, proactive risk management, rigorous compliance initiatives, and a strong privacy-first culture, Solaire ensures that guest and employee data remains secure, fostering trust and confidence in our brand.



Food Safety

GRI 3-3, 416-1, 417-1, SASB FB-RN-250a.1

We uphold the highest food handling and safety standards across our diverse dining options at Solaire. As the well-being of our guests is our top priority, we ensure that the meals we serve are always safe for our guests to enjoy. Thus, we strictly follow a certified food safety management system and fully comply with the Food Safety Act 2013.

We upheld an impeccable food safety record, with zero validated complaints of food-related illness or poisoning. We also maintained a flawless compliance record with all regulations and voluntary standards. These achievements stem from the concerted efforts of our team and our proactive approach to food safety management.

In 2024, Solaire Entertainment City and Solaire North enhanced their commitment to food safety through targeted initiatives, training programs, and recognition campaigns to uphold the highest hygiene standards.



COMPLAINTS RESPONSE AND SERVICE RECOVERY

We take all complaints about foreign objects in food very seriously. Every incident is thoroughly investigated using frameworks such as the Hazard Analysis Critical Control Point (HACCP) and Integrated Food Safety Systems (IFSS). Guests are promptly informed of the investigation results, and our Food and Beverage team conducts service recovery, assuring them that we view such incidents as opportunities for improvement. Any required corrective actions are tracked and implemented to prevent recurrence.

MAINTAINING FOOD SAFETY STANDARDS

Despite Solaire Resort Entertainment City being an 11-year old property, its kitchens remained up to standard as periodic operational maintenance was applied to its facilities. Understanding the importance of maintaining food safety, we appointed a dedicated Hygiene Officer for Engineering to closely monitor high-risk areas in the kitchens and collaborate with the Engineering team on solutions. In the meantime, we introduced interim measures to ensure our food safety standards remain uncompromised.

In Solaire Resort North, weekly hygiene topics and audits kept food safety at the top of mind. High-performing kitchens were recognized with Certificates of Commendation and displayed rankings to encourage continuous improvement. On October 15, Global Handwashing Day featured activities like creating scented alcohol, games, and a video contest highlighting the importance of handwashing.



Solaire Resort Entertainment City launched the Food Safety Ambassador Program in April, promoting a strong safety culture within the Culinary team. Weekly food safety updates were cascaded through F&B bulletins, and third-quarter internal audits for Forbes and food safety standards recognized high-performing staff. The Hygiene team also completed ISO22000:2018 and Internal Food Safety Auditing training, enabling them to conduct certification-ready audits with documented corrective actions finalized by May.

ACHIEVING ISO22000 CERTIFICATION

In October 2024, Solaire Resort Entertainment City earned its ISO 22000 certification for food safety management from Lloyd's Register Quality Assurance London, becoming the first integrated resort in the Philippines to receive the distinction. This certification is a clear testament to our commitment to the highest standard of food safety.

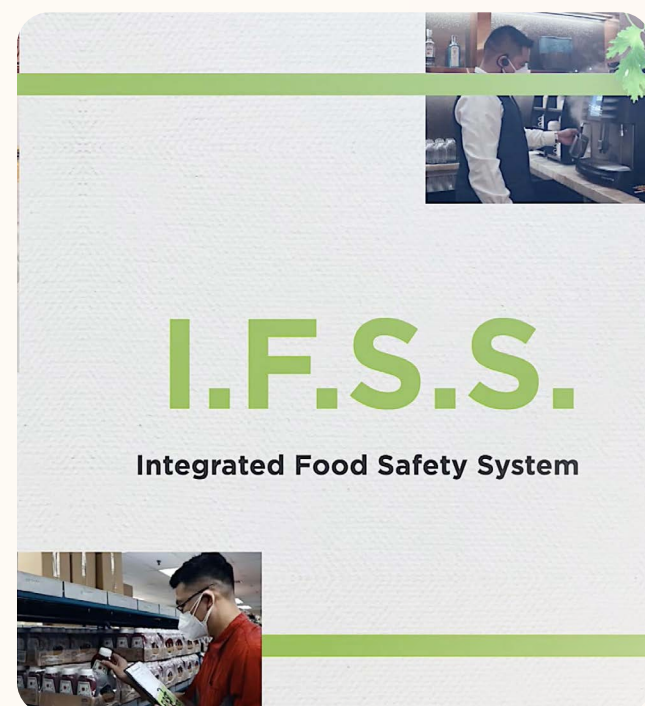
Dedicated to maintaining excellence across all our properties, Solaire Resort North is scheduled for audit in the first quarter of 2026.

ISO 22000 – Food Safety Management is an international standard that specifies the requirements for a food safety management system (FSMS). Implementing ISO 22000 improves Solaire's food safety practices, reducing the risk of contamination and foodborne illnesses. The standard combines food safety management principles with Hazard Analysis Critical Control Points (HACCP), ensuring that food safety risks are identified, managed, and mitigated throughout the entire food supply chain.



BUILDING AWARENESS ON FOOD SAFETY

To mark World Food Safety Day on June 7, the Hygiene team launched awareness campaigns focused on emergency preparedness in food safety, including staff education and knowledge checks. Comprehensive Food and Beverage Service and Culinary training programs were conducted, covering sustainability, food safety, conscious sourcing, and allergen awareness. Daily bulletins and Q&A sessions reinforced policy comprehension, while incentive programs like the Unifocus Incentive Program and Weekly Internal Audit Champions rewarded outstanding performance.



Learning through Certification

At Solaire, we continuously invest in enhancing our food safety competency. In December 2024, our Hygiene Manager and Hygiene Supervisor successfully obtained the ServSafe Manager Certification, further strengthening our Hygiene team's expertise in food safety implementation.

To reinforce this commitment, we enhanced our Food Safety Certification Training by incorporating hands-on activities, enabling team members filling out food safety forms based on real-world scenarios. This approach has strengthened their understanding and improved compliance, fostering a culture of accountability and excellence in food safety practices.

We also strengthened the Food Safety Micro Training initiative by incorporating daily refreshers into culinary briefings. Head chefs now take the lead in delivering food safety topics to their teams, using visual examples of non-compliance to encourage critical thinking and identifying violations.

To further reinforce food safety, we played videos of food handling procedures and policies on the Solaire Food Safety TV in the hallway. We also strategically placed communication materials in food handling areas, including team member photos and compliance examples. This ongoing approach ensures that food safety is consistently top-of-mind for all staff members.



Attaining Local Food Safety Certifications

Solaire Entertainment City has successfully passed all government food safety audits to date, underscoring its strict adherence to regulatory requirements.

Solaire Resort North has also demonstrated its commitment to excellence in food safety. It received an Exceptionally Satisfactory rating from the Quezon City Health Department and an Outstanding rating from the Quezon City Veterinary Department. Solaire Resort North Food Laboratory has begun performing trial tests to strengthen its food safety measures further and is now equipped to analyze various parameters for food, water, and environmental samples. This advancement will reduce costs and expedite results, particularly for food and beverage items implicated in foodborne illness complaints.

Additionally, Solaire Resort North has implemented an automatic shelf-life labeling system for food and beverage items produced by its outlets. This innovative system minimizes errors by automatically calculating expiry dates based on production dates. It also enhances individual accountability by including the name of the team member responsible for preparing each item. These efforts highlight Solaire's unwavering dedication to maintaining the highest food safety standards for its guests.



Meat Safety Certification

Solaire takes proactive measures to mitigate health risks such as Avian Flu and African Swine Fever by strictly adhering to local meat and poultry safety regulations. We have earned Good Manufacturing Practices Accreditation from the National Meat Inspection Services and the City Veterinarian's Office, reflecting our commitment to the highest standards.

Further solidifying our dedication to safe and high-quality meat sourcing and handling, Solaire North successfully obtained the Meat Safety Certification in December 2024.

These accreditations require rigorous protocols, including tracking meat sources to prevent the use of smuggled or unsafe products and conducting thorough audits to ensure proper handling in our kitchens. We are also honored to have received a Certificate of Appreciation from the National Meat Inspection Service for our butchery and receiving processes, further demonstrating our dedication to quality and hygiene in the meat we serve.

Food and Drug Administration License to Operate

Solaire acknowledges the unique risks associated with pastry and bakery items, which is why we strictly comply with Food and Drug Administration (FDA) regulations for producing and handling our packaged products. Our uninterrupted FDA license over the past five years in Solaire Resort Entertainment City, with no food safety issues, reflects our commitment to maintaining high safety standards. In 2024, we successfully renewed our license to operate, ensuring that our guests continue to enjoy safe, high-quality products. The newly opened Solaire North is scheduled for an FDA audit in February 2025.



INCIDENTS OF NON-COMPLIANCE CONCERNING HEALTH AND
SAFETY IN SOLAIRE RESORT ENTERTAINMENT CITY GRI 416-2

INDICATORS	2024	2023	2022
Incidents of non-compliance concerning health and safety			
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period			
Incidents of non-compliance with regulations resulting in a fine or penalty			
Incidents of non-compliance with regulations resulting in a warning			
Incidents of non-compliance with voluntary codes			
Total number of valid food-borne illness complaints			
			
0 ZERO			
NUMBER OF VALID COMPLAINTS REGARDING FOREIGN MATTER IN FOOD			
SEC	SN	2024	
35	34	69	

Responsible Gaming

While we take pride in offering a diverse range of gaming amenities for leisure and entertainment, we recognize that irresponsible gaming can have negative effects on our customers. As part of our mission to provide world-class entertainment experiences, we aim to protect our guests from the risks of excessive and addictive gambling behaviors.

We implement the Responsible Gaming Program to promote safe gaming practices and protect customer well-being. Aligned with the Philippine Amusement and Gaming Corporation (PAGCOR)'s Responsible Gaming Code of Practice, the program prohibits underage gambling and addresses gambling addiction. It also extends to our Solaire Online platform. We regularly update the program to reflect industry developments, ensuring its continued effectiveness through routine evaluations. Our responsible gaming policy, supported by awareness initiatives, player support, and exclusion programs, fosters a positive and safe gaming environment for our patrons.

Player Support and Awareness

In 2024, we enhanced player support and awareness with comprehensive, responsible gaming channels. Information on responsible gaming is prominently displayed on our website, brochures, and LED monitors. At the same time, signages and calling cards are strategically placed around the casino floor for both regular and first-time visitors.

We also provide accessible assistance through a dedicated help desk offering advice on gambling risks, warning signs, and support systems for players and their families. Floor staff are trained to address inquiries and identify players needing assistance. Recognizing the unique challenges of online gaming, we plan to introduce the topic of Responsible Online Play into the Responsible Gaming training in the coming year.

Based on PAGCOR's National Database for Restricted Persons (NDRP) data, the number of player exclusions at Solaire increased by over 40% in 2024 compared to the prior year, thereby increasing existing enrollees, after removing lapsed player exclusions, by over 20% as of December 31, 2024.



Player Exclusion Program and Limited Access to Gaming Floor

Our Player Exclusion Program assists individuals showing signs of gambling addiction. We utilize the NDRP from PAGCOR to screen patrons and prohibit those who are enrolled from accessing our gaming facilities. Players and concerned family or friends can voluntarily enroll through our helpdesk for a specified period of restricted access to Solaire and other PAGCOR-operated facilities. We also provide professional support through our partnership with the Bridges of Hope Drugs and Alcohol Rehabilitation Foundation, Inc., a trusted treatment center for addiction and behavioral disorders.

We enforce access restrictions to our gaming areas. Advisories prominently displayed at our entrances and display monitors surrounding the casino floor constantly remind guests of the prohibition of financiers, loan sharks, individuals under 21, students from Philippine educational institutions, government officials, politically exposed persons, and members of the Armed Forces and the Philippine National Police from entering our gaming floors. Employees holding a Gaming Employment License are also banned from engaging in gaming activities. Stringent surveillance measures and practices ensure these regulations are consistently upheld in the properties.

Fair Gaming Experience

Providing a fair gaming experience is integral to delivering an exceptional customer experience. To ensure a secure and fair environment for our patrons, we stay ahead of technological advancements, continuously refining our systems. All new gaming machines are thoroughly tested and approved by PAGCOR before being introduced. Additionally, all Solaire Casino employees are registered with PAGCOR and hold a Gaming Employment License, which prohibits them from participating in gaming activities in the Philippines. Our Surveillance and Investigation Unit, with the use of technological solutions, actively monitors the gaming floor, promptly addressing any attempts to compromise the integrity of the games and ensuring a fair experience for all guests.



Enthusiastic Workforce

Our people are at the heart of everything we do, driving our success and shaping the future of our business. Their passion and expertise fuel our growth and elevate the Solaire customer experience. In 2024, we enhanced existing programs and launched new initiatives to empower our workforce.



Diverse Workforce

GRI 2-7, 3-3

Team Member diversity ranks low in our materiality assessment, but we understand that equitable representation is vital to fostering a truly inclusive workplace culture. At Solaire, we practice market-driven, non-discriminatory, and merit-based evaluation in our employment strategy to level the playing field and promote diversity, equity, and inclusivity in the workplace. By offering equal opportunities to all, regardless of gender, race, religion, or age, we promote a culture built on respect and equality.

In 2024, our total headcount reached 10,395, with 4,224 team members assigned to Solaire Resort North. This workforce includes 5,844 male employees and 4,551 female employees. Solaire welcomed 4,716 new team members during the year, alongside a turnover of 1,480 employees, resulting in a new hire rate of 45.37% and a turnover rate of 14.24%.

To support operations at the newly opened Solaire Resort North, we streamlined the hiring of new employees and facilitated the transfer of team members from Solaire Resort Entertainment City. Leveraging on their expertise and experience, some employees now manage shared responsibilities across both properties.



Team Member Headcount

GRI 2-7, 202-2

SEC		SN ¹		Corporate ²		
TOTAL NUMBER OF EMPLOYEES	Female 2,696	Male 3,450	Female 1,844	Male 2,380	Female 11	Male 14
	6,146		4,224		25	
	10,395					

¹ Out of 6,146 employees in Solaire Entertainment City, 5,972 are locals (Filipinos)
² Among the 4,224 employees in Solaire Resort North, 4,149 are locals

BY EMPLOYEE POSITION	SEC	SN	Corporate	SEC	SN	Corporate
	Female			Male		
Permanent	2,696	1,842	11	3,450	2,380	14
Temporary	0	2	0	0	0	0

BY AGE GROUP	SEC	SN	Corporate	SEC	SN	Corporate
	Female			Male		
< 30 years old	1,429	1,090	2	1,270	918	4
30-50 years old	1,190	722	7	1,945	1,356	9
> 50 years old	77	32	2	235	106	1

BY EMPLOYEE POSITION	SEC	SN	Corporate	SEC	SN	Corporate
	Female			Male		
Top Management	29	7	2	59	18	6
Sr. Management	49	18	2	52	37	1
Mid Management	246	155	5	286	204	2
Supervisors	678	434	1	767	518	0
Rank & File	1,694	1,230	1	2,286	1,603	5

Management positions in this context are as follows:
Top Management – SVP, EVP, VP, Executive Directors, Directors
Senior Management – Senior Managers
Middle Management – Managers, Assistant Managers



New Employee Hires and Employee Turnover

GRI 401-1, SASB SV-HL-310a.1, FB-RN-310a.1

NEW EMPLOYEE HIRES	Female			Male			TOTAL	New Hire Rate
	<30 years old	30-50 years old	>50 years old	<30 years old	30-50 years old	>50 years old		
Solaire Resort Entertainment City	763	186	2	690	354	21	2,016	32.80%
Solaire Resort North	844	354	10	686	757	44	2,695	63.80%
Corporate	1	1	0	2	1	0	5	20.00%
TOTAL	1,608	541	12	1,378	1,112	65	4,716	45.37%

EMPLOYEE TURNOVER (SEPARATIONS)	Female			Male			TOTAL	New Hire Rate
	<30 years old	30-50 years old	>50 years old	<30 years old	30-50 years old	>50 years old		
Solaire Resort Entertainment City	287	157	14	241	228	13	940	15.29%
Solaire Resort North	168	100	1	116	143	10	538	12.74%
Corporate	0	1	0	0	0	1	2	8.00%
TOTAL	455	258	15	357	371	24	1,480	14.24%

Investing in Our People

As a proudly Filipino-owned integrated resort, we nurture local talent and embody Filipino values. We continually strive to improve our compensation, benefits, and development opportunities to provide a supportive environment where everyone can thrive and contribute their best.

Fair Compensation and Benefits

GRI 201-3

Our talent management, including compensation and evaluation, is based on merit and fairness. We offer team members (TM) comprehensive pay packages and benefits above the statutory minimum. These also include HMO benefits, medical reimbursements, on-site meals, free parking and team members gym and shuttle bus privileges. TMs’ performance is evaluated every calendar year through balanced scorecards that track key performance indicators based on the position’s roles and responsibilities. We are against gender-based discrimination in our compensation and benefits structure. Additionally, we support team members in balancing their responsibilities by trying to provide them with the resources they need to succeed.



Employee Benefits GRI 401-2

BENEFITS AVAILABLE FOR ALL OF SOLAIRE'S FULL-TIME EMPLOYEES:	SEC	SN	SEC	SN
	NO. OF WOMEN WHO AVAILED		NO. OF MEN WHO AVAILED	
✓ SSS ¹	669	193	839	214
✓ PhilHealth ²	2,696	1,844	3,450	2,380
✓ Pag-IBIG ³	246	179	408	327
✓ Parental leave ⁴	79	189	9	54
✓ Vacation Leave	2,441	data not available	3,209	data not available
✓ Sick Leave	1,443	data not available	1,585	data not available
✓ Medical benefits (aside from Philhealth) ⁵	2,696	1,844	3,450	2,380
✓ Further education support ⁶	0	0	0	0
✓ Retirement (aside from SSS) ⁷	3	0	1	0

¹ Aailed Maternity, Loan, Calamity & Sickness Claim from SSS
² Eligible for PhilHealth Contribution
³ Aailed HDMF Salary Loan, Calamity Loan and Multi-Purpose Loan from Pag-IBIG
⁴ Aailed Solo Parent Leave, Maternal Leave, Paternal Leave
⁵ Eligible to enroll for HMO coverage
⁶ Aailed Educational Loan Assistance
⁷ Under the Retirement Policy of the company

Parental Leave GRI 401-3

DISCLOSURE	SEC	SN	SEC	SN
	Female		Male	
Total number of employees who were entitled to parental leave	2,696	1,844	9	54
Total number of employees who took parental leave	79	189	9	54

GRI 202-1, 405-2, SASB SV-HL-310a.3, FB-RN-310a.2.



658.46
Average hourly wage
(Total wage/total regular hours worked)



0
Number of minimum wage earners



1:1
Ratio of local minimum wage to standard entry-level wage



1:1
Ratio of basic salary and remuneration of women to men

Retirement Policy

We also recognize the significance of life’s milestones and support employees as they prepare for retirement. Our Retirement Plan Policy is communicated through various channels, such as forums, department orientations, and new team member sessions. Retirement benefits are provided to eligible TM based on years of service, salary, and age of retirement. Regular updates ensure that those nearing retirement are well-informed to plan their future confidently. Full accounting and disclosure of the Group’s Retirement Cost is disclosed in its Annual Audited Consolidated Financial Statements.

Upgrading Skills and Competencies

GRI 404-2

We aim to create an environment where TMs contribute to achieving our vision and goals while developing valuable skills and reaching their maximum potential through focused training and a culture of continuous learning. Starting with on-boarding training programs, we ensure that Solaire’s vision and mission are aligned with the TMs’ values. Through training programs that develop technical, interpersonal, and leadership skills, we help ensure our workforce remains motivated, skilled, and prepared for success at every stage of their careers.

In 2024, we aligned regular performance evaluations with dynamic learning initiatives. Using face-to-face training and our Learning Management System, we ensured team members had access to resources for their role-specific competencies. Our training programs covered a wide range of topics, with an average of 67 hours of training per team member in 2024—exceeding our benchmark of 20 hours per employee annually. During Solaire Resort North’s pre-opening, there was an additional 953,000 training hours conducted which includes new team member on-boarding, technical training, department-specific training and operational simulation weeks leading up to the grand opening. We upheld equity in our efforts, ensuring male and female employees have access to equal if not the same training opportunities.

To support skill development, we provide funding for certain external training and education to eligible TMs, under our external training policy. Through this, Solaire covers training costs of a TM, with corresponding employment bond based on a predefined matrix. This program helps team members gain specialized skills and contribute to the organization’s long-term success.

We implemented specialized training programs to enhance expertise in food and beverage service and culinary operations. The Forbes Travel Guide Face-to-Face Training emphasized sustainability, reducing food waste, conscious sourcing, and food safety. At the same time, Magnum’s Butler Training refined seven-star service standards with a focus on sustainability and ESG goals.

Hands-on Taste Panel Training deepened product knowledge on food history, facts, and allergens, and Unifocus Action Planning Training improved guest service through data-driven strategies. Daily Bulletin Training reinforced key service principles, while On-Site Q&A Sessions tested staff knowledge of policies and procedures. Lastly, the Beverage Masterclass, led by industry experts, elevated skills in beverage preparation and service.



Employee Training

GRI 404-1

ALL EMPLOYEES	SEC	SN ¹	2024
Total Training Hours (Numbers recorded were total actual training hours as recorded in our Learning Management System and attendance records)	466,475	221,923	688,398
Employee Headcount	6,146	4,224	10,395 ²
Average hours of training per employee	76	53	67

BY POSITION	SEC			SN		
	Total Training Hours	Employee Headcount	Average hours of training	Total Training Hours	Employee Headcount	Average hours of training
Top Management	392	88	4	0	25	0
Managers (Senior and Middle Management)	20,279	633	32	8,801	414	21
Supervisors	56,428	1,445	39	18,950	952	20
Rank & File	389,377	3,980	98	194,173	2,833	69
TOTAL FOR ALL EMPLOYEES	466,475	6,146	76	221,923	4,224	53

BY GENDER	SEC			SN		
	Total Training Hours	Employee Headcount	Average hours of training	Total Training Hours	Employee Headcount	Average hours of training
TOTAL FOR FEMALE EMPLOYEES	231,317	2,696	86	112,558	1,844	61
TOTAL FOR MALE EMPLOYEES	235,158	3,450	68	109,365	2,380	46

¹ Total training hours from June to December 2024
² Total employee, including the corporate headcount.

2024	SEC	SN	Total
Total Number of trainings conducted (Internal)	405	52	457
Total Number of trainings conducted (External)	28	2	30

Programs for upgrading employee skills and transition assistance programs programs in Solaire Resort Entertainment City

GRI 404-3

EMPLOYEE WHO RECEIVED A REGULAR PERFORMANCE AND/OR A CAREER DEVELOPMENT REVIEW	Gender	Top Management	Senior Management	Middle Management	Supervisors	Rank & File	Total
	SEC	Male	58	55	305	854	3,047
	Female	29	54	259	722	2,323	3,387

Solaire Resort North’s talent management team will conduct its first performance review in 2025.



Engaging Our Team

A supportive and inclusive workplace is key to helping employees reach their full potential. We aim to create an environment where everyone feels their contributions matter and build a culture of respect and engagement by fostering open communication and collaboration. We also recognize that talent flourishes when team members feel encouraged to share ideas and provide feedback.

Communication with Employees GRI 2-26

Fostering a culture of inclusivity and collaboration starts with valuing every team member’s voice. We promote open dialogue and address workplace concerns through group discussions, emails, SMS blasts, posters, and digital platforms. These tools encourage our people to share their insights, as every perspective plays a vital role in shaping our policies and driving continuous improvement.

The Tell HR program offers employees a direct channel to share concerns with the Human Resources team. Feedback is categorized into areas such as suggestions for programs, benefit inquiries, process clarifications, incident reports, and accommodation requests. This structured system ensures every concern is addressed.

To further engage our teams, Focus Group Discussions (FGDs) were held at Solaire Entertainment City to gather insights, identify improvement areas, and address departmental and organizational concerns. These sessions promote open feedback, enabling HR and team leaders to develop actionable solutions. Key takeaways are shared with department heads to guide decisions and drive targeted initiatives.

Town hall meetings also serve as a platform for transparent communication, where leaders share updates on achievements, projects, and goals while addressing employee concerns.



Freedom of Association

GRI 2-25, 2-30, 3-3, 402-1, 407-1

Solaire upholds the principles of freedom of association, reflected in the Collective Bargaining Agreement (CBA) established by the Table Games department in 2019 and updated in 2024. The revised CBA addresses key areas such as work hours, compensation, grievance mechanisms, and shared responsibilities. Quarterly Labor Management Council (LMC) meetings are now required to foster collaboration and ensure timely resolutions. Approximately 26% of Solaire’s workforce in the Philippines is covered by the CBA.

DISCLOSURES	SEC	SN	Total
Employees covered by collective bargaining agreements	1,797	876	2,673
Consultations conducted with employees concerning employee-related policies		7	

In 2024, we strengthened our employee engagement strategies to align policies with evolving workforce needs. Regular consultations with the union promote transparency and responsiveness, while company policy governs notice periods. The CBA includes provisions for consultation and negotiation, ensuring adherence to agreed terms. For employees not covered by the CBA, its provisions serve as benchmarks to promote equitable treatment across the organization.

We use alternative engagement methods in departments without formal union representation, such as focus group discussions and town hall sessions. These platforms help identify specific challenges to tailor policies accordingly.

Solaire’s open-door policy further encourages communication, with a 30-day notice period for significant operational changes and ongoing discussions to address employee concerns. Additionally, joint training sessions and workshops were conducted to enhance collaboration between management and employees.



Employee Development Programs

Solaire reaffirmed its commitment to employee engagement, well-being, and inclusivity through various initiatives designed to foster a vibrant and supportive workplace culture across its properties. Over the past year, Solaire introduced activities that strengthened community bonds and enriched the work environment at both Solaire Entertainment City and Solaire North.

At Solaire Resort Entertainment City, employees marked the organization's 11th anniversary with the theme "Elevate to Eleven," featuring interactive game booths and the Solaire Pop (S Pop) 2024 dance competition. Valentine's Week brought "Love is in Solaire," with online games, film screenings, and a Valentine's Bazaar showcasing employee talents. For World Health Day, employees enjoyed a two-day bazaar with discounts from brands like Toby's Sports and Pascual Laboratories. The celebration also included free 24/7 HIV testing at the main clinic and virtual wellness sessions covering disease prevention, mental health, and sustainable living.

Moreover, Solaire maintains the TMTV Channel Solaire, which is a dynamic communication hub, fostering engagement and connection among team members. Featuring segments like Executive Profile, Department Highlight, TM Wellness, What's Happening, Inside Solaire, Ahaaaa!, TM Shoutout, and TM Achiever, the channel delivers essential updates and inspiring content. Since its launch, TMTV has become an indispensable tool for keeping everyone informed and aligned with Solaire's vision and activities.



We promoted employee health and well-being by offering facilities and programs that encourage a balanced lifestyle. The Team Member Lounge provided a relaxing space with a movie area, gaming zone, and rest spots. Fitness Friday encouraged active living through employee-led workout sessions. To promote road safety, Solaire partnered with the Metro Manila Development Authority (MMDA) Academy for mandatory safe driving training and launched a motorcycle and scooter safety program to reduce accidents.

Employee contributions were recognized through initiatives such as the Quarterly SIKAT Awards and the Yugto Service Awards, which honored five- and ten-year service milestones. Campaigns like iShine at Solaire and #THANKYOUSOLAIRE highlighted team members as positive role models and showcased Solaire's perks and benefits. New hires were supported through the Buddy System, which paired them with experienced colleagues for a smooth onboarding process. Lastly, in partnership with CARA Welfare Philippines, the Adopt a Cat program promoted animal welfare while fostering employee camaraderie.



Team spirit shone during the S Games, which featured basketball, volleyball, and cheer dance competitions, capped by a grand closing ceremony. Solaire partnered with The Body Shop for exclusive makeup workshops, boosting front-

line teams' confidence and professional image. Family Day returned with movie screenings and arcade games for employees and their families. Weekly "Thursday Hooray!" activities added fun and energy to lunchtime.



At Solaire Resort North, a Pep Rally marked the property's grand opening with a lighting ceremony and inspiring speeches. Valentine's Week featured a duet singing competition, a love wall for messages, and a photo booth. The "Nurturing the North" series promoted well-being with activities like Mandala Art, meditation, and personal care sessions.

Solaire Resort North marked Global Handwashing Day with interactive games and a TikTok competition to promote proper hygiene. Employees enjoyed Casino Night, offering a fun introduction to casino operations. Regular Open Mic sessions allowed team members to showcase their talents and relax. Events like Independence Day and International Coffee Day fostered camaraderie and creativity through activities such as a mural contest and latte art workshop.

Protecting our People

Sustaining business productivity entails considering employees' health and well-being in our daily operations and promoting healthy lifestyle choices and lasting habits for a better quality of life in our Wellness Programs.

Health and Safety in Solaire Resort Entertainment City

GRI 3-3, 403-1, 403-6, 403-8

We value workplace safety by implementing proactive measures to prevent injuries, illnesses, and fatalities. Guided by our Occupational Safety and Health (OSH) policy, we follow strict safety protocols to ensure a secure environment. Our Health, Safety, and Environment (HSE) Committee develops and enforces programs to mitigate workplace hazards.

In 2024, our commitment to safety delivered significant results, with zero fatalities in hotel and casino operations. Workplace injuries were also reduced by 36%, dropping from 44 to 28 cases.

OSH Management System

Solaire upholds a robust Occupational Safety and Health (OSH) Management System in full compliance with key laws and regulations, including:

- The Philippine Labor Code
- Occupational Safety and Health Standards of the Philippines
- Republic Act No. 11058
- DOLE Department Order 198-2018
- DOLE-DTI COVID-19 Workplace Guidelines (and Supplemental Guidelines)

Aligned with ISO 45001:2018 and ILO-OSH 2001 standards, seven accredited safety practitioners manage the system, which applies to all personnel, including employees, contractors, tenants, guests, and interns.

Regular safety audits and assemblies reinforce compliance, while the SAFE 24/7 Award program recognizes top performers who exemplify a commitment to workplace safety. This comprehensive approach underscores Solaire's dedication to maintaining a safe and healthy environment for everyone in its operations.



Hazard Identification, Risk Assessment and Control

GRI 403-2

We manage potential risks through the Hazard Identification, Risk Assessment, and Control (HIRAC) procedure, ensuring hazards are identified and mitigated across all operations. Each section is led by a trained HIRAC Champion who conducts thorough assessments with input from safety experts, health professionals, management, and workers. The HIRAC Team actively observes on-site activities to identify hazards, assess risks, and implement necessary controls, which are then documented in the HIRAC Register for ongoing reference. To further enhance safety awareness and leadership, HIRAC Training has been integrated into our Safety Leadership Training Series, equipping leaders with tools to establish safety expectations and promote a strong safety culture.

A clear and accessible reporting system is in place to encourage employees, contractors, and visitors to promptly report hazards and near-misses. Reports can be submitted through online platforms or direct phone calls, and awareness

campaigns using banners and posters throughout the workplace help reinforce this reporting mechanism.

Safety inspections are conducted daily by the Occupational Safety and Health (OSH) Team, who perform random checks across all areas to identify and address hazards. Contractors are required to perform safety inspections within their respective work areas and submit a Daily Safety Inspection Checklist to the OSH Team. Any additional safety concerns contractors or tenants raise are addressed during the monthly Contractors' and Tenants' General Assembly Meeting.

Insights from risk assessments and inspections are used to inform continuous improvements in our Occupational Safety and Health (OSH) system. These findings guide the development of targeted training programs, prioritize the allocation of resources, and support updates to policies and procedures.



Work-Related Accidents

GRI 403-9

	SEC
Total Working Hours	14,406,912
Total Safe Man Hours	6,344,310
Number of Fatality Cases	0
Fatality Rate	0
Number of high-consequence work-related injuries (excluding fatalities)	0
Rate of high-consequence work-related injuries (excluding fatalities)	0
Number of recordable work-related injuries	28
Incident Rate	1.53
Rate of recordable work-related injuries	
Main types of work-related injury	Superficial Injuries

Type of incident	Number of Incidents SEC
Falls of person from same level	23
Struck by falling objects	3
Struck by falling objects (not elsewhere classified)	2
Striking against stationary objects	12
Striking against moving objects	7
Struck by moving objects (including flying fragments and excluding falling objects particles)	2
Caught in an object	4
Caught between a stationary object and a moving object	5
Overexertion in lifting objects	0
Exposure to heat (atmosphere or environment)	2
Contact with hot substances or objects	11
Falls of person from heights	0
Contact by inhalation, ingestion or absorption of harmful substances	4
Other types of accident, not elsewhere classified	19
Strenuous movements	0
Overexertion in pushing or pulling objects	1
Exposure to or contact with electric current	0
Exposure to radiations other than ionizing radiations	0
Occupational Illness	0
Caught in or between objects	3

Joint Health, Safety, and Environment (HSE) Committee

GRI 403-4, 403-7

In 2024, a new set of members was nominated to the Health, Safety, and Environment (HSE) Committee, aligning with the requirement to regularly update the composition of the HSE Committee to foster fresh perspectives and continued compliance with safety standards.

Overseeing the management of safety, accident prevention, and regulatory compliance at Solaire, the HSE Committee aligns itself with the Philippines’ Occupational Safety and Health Standards. Monthly meetings are conducted to review the effectiveness of the Occupational Safety and Health (OSH) Management System through incident reports, ongoing programs, and an analysis of the health and safety performance. To ensure regulatory compliance, the HSE Committee regularly submits meeting minutes and attendance records to the Department of Labor and Employment.



Worker Participation, Communication, and Consultation on OSH

GRI 403-4

Ensuring safety at Solaire is a team effort. Our team members are trained to maintain a safe workplace by documenting and discussing safety-related observations with Solaire’s safety representatives. Additionally, we include worker representatives in our safety committee to incorporate their feedback in developing safety programs.

In 2024, Solaire Resort Entertainment City intensified its commitment to safety awareness through engaging activities and leadership programs. Team members participated in interactive games during the World Health Day commemoration on April 15-16, while learning sessions and campaigns were conducted during the World Day for Safety and Health at Work on April 25, 2024. These initiatives allowed participants to deepen their understanding of workplace safety and health in an enjoyable and collaborative environment while fostering camaraderie.

Recognizing outstanding contributions to occupational safety and health, Solaire Resort Entertainment City awarded the “HSE Gold Award” to the 2023 Top Performing Contractors and Tenants. This award celebrates their exceptional achievement of 100% compliance with the set OSH Key Performance Indicators.

Solaire continued its ongoing Safety Leadership Program in 2024 to strengthen safety leadership. This training equips Section Leaders, including First Line Supervisors and Managers, with advanced skills to maintain a safe and healthy work environment. The program focuses on key objectives, such as raising safety and health awareness, reducing accidents and injuries, improving workplace communication, and fostering safe productivity.

OSH Training and Education GRI 403-5, 403-7

Our company remains steadfast in its commitment to workplace health and safety by equipping our employees with essential knowledge and skills to foster a secure work environment. In 2024, we conducted a total of 77 workplace health and safety training sessions, ensuring that team members are well-prepared to address potential hazards and maintain safety standards across all properties.

Solaire helped our employees lead healthier lives through virtual health and wellness sessions. These complemented our OHS initiatives by offering practical physical and mental well-being guidance.



Company Clinic GRI 403-3

Solaire operates a 24/7 company clinic to ensure customers and employees have easy, convenient and immediate access to basic first aid and healthcare. Managed by the Human Resources Clinic Management Team in partnership with the Health, Safety, and Environment Committee, the clinic offers various services, including health checkups, annual exams, and wellness programs.

The clinic is staffed by licensed medical professionals, including nurses, cardiologists and pulmonologists, and provides emergency care, consultations, and first aid. Employees also have access to free medications, first aid supplies, ambulatory care, and a dedicated lactation area for breastfeeding mothers. In emergencies, the team coordinates with nearby hospitals and dental clinics.

For guest medical needs, an Emergency Response Team is on hand. At the same time, the Main Clinic supports team members, guests, and contractors with first aid, consultations, and emergency transfers to local hospitals.

Clinic Visits

Contractor	Male	Female	Total
SEC	1,387	1,256	2,643
SN ¹	1,085	782	1,867

¹ Data from March to December

Guest	Male	Female	Total
SEC	4,248	3,590	7,838
SN ¹	835	804	1,639

¹ Data from May to December

Health Maintenance Provider

Solaire provides complimentary health insurance to every TM and one qualified dependent per employee. In special cases, coverage is also extended to TM’s additional qualified dependents subject to terms and conditions agreed upon by the Company and TM. The package covers various healthcare needs such as consultation, laboratory and medical procedures supporting the enrollees’ physical and mental health. We believe that this perk goes a long way in providing extra sense of security and support to the TMs and their family.

In addition, our employees can access Virtual Psych Consultations for confidential mental health support, offering convenient access to licensed therapists without needing in-person visits. The insurance plan also includes health and wellness webinars on preventive care, managing chronic conditions, and maintaining a healthy lifestyle.

Annual Physical Exam

We require all team members to undergo an Annual Physical Examination (APE), which is conducted in the first quarter of each year. The APE aims to assess TMs’ health concerns, ensuring early detection and preventive care. The resulting health profile of TMs also helps us align our Health and Wellness programs to prevalent health issues and concerns.

ANNUAL PHYSICAL EXAM 2024

Healthier, Happier, and Better YOU!

Infectious Diseases Protocols GRI 403-7

To ensure a safe and healthy work environment, we follow comprehensive protocols to protect everyone from infectious diseases. In compliance with the Department of Labor and Employment’s standards, we educate our team members on crucial health issues such as AIDS prevention, Hepatitis B control, Tuberculosis prevention, and the importance of maintaining a drug-free workplace.

Employee Health Data Privacy

Solaire further protects employees’ physical and mental well-being by protecting their privacy. In compliance with the Data Privacy Compliance Team’s standards, strict protocols are followed to secure employee health data. Medical records are safely stored in the clinic and can only be accessed by authorized staff. Consultations are also held in private spaces to maintain the confidentiality of discussions between healthcare providers and employees.

ONE SHOT, BIG PROTECTION:
FLU VACCINE IS YOUR ARMOR!



REGISTER NOW!

Protecting the Environment

As our business expands, we remain committed to minimizing our environmental impact while maintaining service excellence. At Solaire Resort Entertainment City and Solaire Resort North, we endeavor to sustainable practices across our operations, focusing on efficient use of resources, energy optimization, water conservation, and waste management.

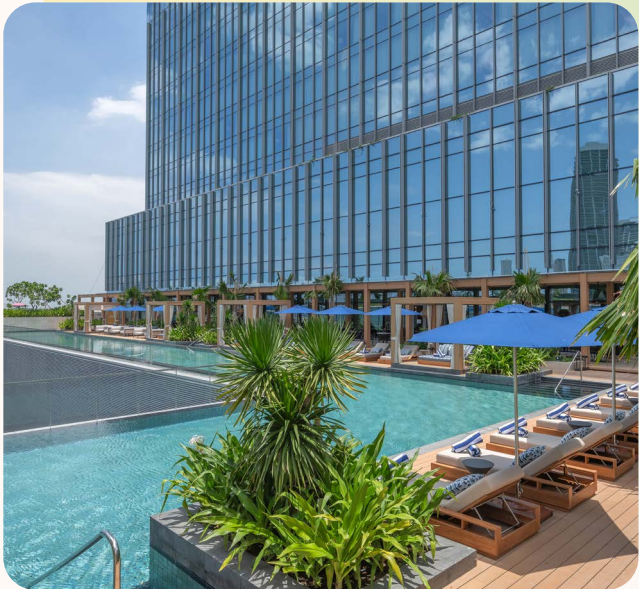


ENVIRONMENTAL COMPLIANCE

GRI 2-27

Solaire’s commitment to environmental sustainability begins with adherence to the country’s environmental laws and regulations. In 2024, we have fully complied with regulations, such as the Clean Air Act (RA 8749), Clean Water Act (RA 9275), Toxic Substances and Hazardous and Nuclear Wastes Control Act (RA 6969), DENR Administrative Order 2016-08: Water Quality Guidelines and General Effluent Standards (GES), and the Energy Efficiency and Conservation Law (RA 11285).

To ensure continued compliance, our Compliance Committee uses a calendar tracker to monitor annual documentary requirements and prevent delays in permit renewals. This system conducts monthly assessments of compliance needs, contributing to zero findings during our Internal Audit Team’s Environmental Compliance Audit.



CLIMATE CHANGE ADAPTATION

GRI 201-2

Climate change poses growing business risks, from extreme weather to supply chain disruptions. At Solaire, we safeguard long-term resilience, integrating climate-conscious practices to protect our employees, guests, and communities.

We rely on the risk analysis from the University of the Philippines’ Nationwide Operational Assessment of Hazards (Project NOAH) to assess and mitigate the physical risks associated with extreme weather events and long-term environmental changes. Based on the insights from Project NOAH, Solaire Resort Entertainment City is considered at medium risk for flooding, low to none for landslides, and high risk for storm surges. Meanwhile, Solaire Resort North also faces the challenge of potential flooding, mainly caused by the overflow of nearby rivers or bodies of water during heavy rainfall.

Our disaster preparedness strategy maintains resilience through regular maintenance of buildings and equipment, staff training, and clear crisis management plans, enabling our teams to respond effectively to emergencies and evacuations. On-site clinics at our properties provide immediate medical care during emergencies.

To address flooding, we have installed dewatering pumps to manage excess water during heavy rains and ensure our sewage treatment plant complies with the Clean Water Act for efficient wastewater management.

In addition, we have implemented an earthquake monitoring system to improve situational awareness and maintain a Property All Risk Insurance policy to safeguard operations against natural disaster disruptions.

ENERGY AND EMISSIONS MANAGEMENT

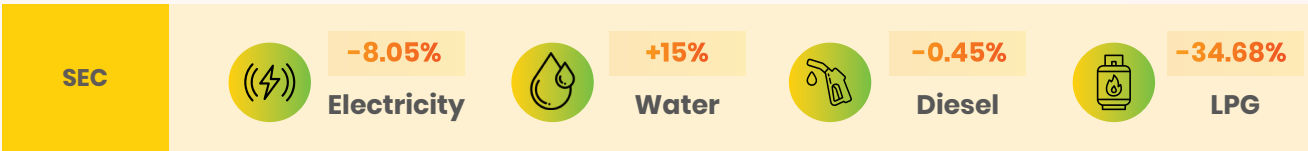
GRI 3-3

Electricity and fuel power up our property-wide operations and mobilize our fleet but are also major sources of carbon emissions. At Solaire, although we prioritize our customer needs and preferences, we always take into consideration energy efficiency and the reduction of our negative environmental impact to support a more sustainable future.

At Solaire Entertainment City, the energy management system manual rollout is already underway to meet regulatory compliance and support Solaire’s sustainability efforts.

At Solaire Resort North, we’ve started exploring key projects for 2024 including finalization of the Energy Manual and conducting regular internal energy audits. The implementation of the Energy Management System aims to improve energy conservation and efficiency, leading to measurable reductions in consumption and emissions.

Solaire Entertainment City Resource Consumption
2024 vs 2023



Note: Resource consumption data exclude Tenant-BPO operations.





Energy Management

GRI 3-3

Electricity, diesel, and liquefied petroleum gas (LPG) are the primary energy sources driving Solaire's daily operations, powering essential systems such as lighting, air conditioning, kitchen equipment, boiler operations, and backup power generation. Understanding the environmental and financial implications of energy use, Solaire implements and monitors specific energy conservation measures to enhance operational efficiency and promote sustainability.

In 2024, we introduced a series of initiatives to optimize energy use across our facilities. These initiatives included upgrading to energy-efficient equipment, refining operational schedules to maximize efficiency, and implementing preventive maintenance programs to ensure all systems perform at their best.

Smart solutions also contributed to energy conservation, such as motion-sensor lighting to minimize unnecessary energy usage, precise temperature controls, and enhanced Heating, Ventilation, and Air Conditioning (HVAC) systems for optimized temperature management.

One of the achievements in 2024 was the introduction of blast chillers in high-demand areas like Fresh, the Food Court, and Pastry. These chillers reduced the reliance on ice for cooling large food batches, offering a faster, safer, and more energy-efficient food preparation and storage method.

Solaire Resort Entertainment City adopted the use of EcoBurners as a sustainable alternative to flame gel burners to cut emissions in 2023. With 60 additional EcoBurners this year, we project an annual reduction of 8,919.79 CO₂e in methanol emissions.

In alignment with the policies set by the Department of Environment and Natural Resources (DENR) and the Department of Energy (DOE), Solaire has begun implementing the ISO 50001:2018 Energy Management System to enhance energy efficiency and conservation. By analyzing historical and current consumption data, this ISO framework helps identify energy efficiency targets and greenhouse gas reduction goals.

A significant challenge in 2023 was the implementation of an energy management system, as mandated by the Implementing Rules and Regulations of Republic Act No. 11285, also known as the Energy Efficiency and Conservation Act. While several successful initiatives have been completed, efforts are ongoing to establish a fully integrated energy management system. Our technical teams have already presented an energy management plan to management and are drafting our Energy Policy. In 2024 actual electricity cost was 8.12% less than the budgeted amount or 8.82% less than the budgeted consumption which is equivalent to 32 days' worth of SEC's electricity requirement. In comparison, actual electricity cost in 2024 was 2.6% less than the actual amount or 5.56% less than the 2023 actual consumption which is equivalent to 20 days of SEC's electricity requirement.

Solaire also remains committed to regulatory compliance. The company adheres to Republic Act No. 11898, also known as the Extended Producer Responsibility Act, along with its Implementing Rules and Regulations under DENR Administrative Order No. 1012-02. Additionally, we comply with Republic Act No. 11592, the LPG Industry Regulation Act.

Furthermore, at Solaire Resort Entertainment City, we implemented DOE Circular DC2023-12-0036, which reclassifies designated establishments within the commercial sector. These initiatives reflect our commitment to sustainability, regulatory compliance, and operational efficiency.

Energy Consumption				
Energy Type	Activity	SEC	SN	2024
Gasoline (L)	Vehicles	161,111	113,114	274,225
LPG (L)	Kitchen Operations	1,075,714	342,715	1,418,429
Diesel (L)	Generator Sets	78,127	168,307	1,725,798
	Boiler Operations	1,479,363		
	Vehicles	305,031	0	305,031
TOTAL		3,099,347	624,136	3,723,483
Purchased Electricity	Total Purchased Electricity in MWh	107,929	64,742	172,671

GRI 2-4, 302-1, 302-2, 302-3, SASB SV-HL-130a.1

Energy Consumption (GigaJoules)			
Energy Type	SEC	SN	2024
Diesel Conversion Factor: 0.0366 	68,187	6,162	74,349
Gasoline Conversion Factor: 0.0330 	5,322	3,736	9,058
LPG Conversion Factor: 0.0246 	26,484	8,438	34,922
Electricity Conversion Factor: 0.0036 	388,546	233,073	621,618
Total Energy Consumption	488,538	251,408	739,946
Energy Intensity (GJ/sqm) ¹	1.25	0.21	1.21

Conversion Factors to GJ are based on the Sustainable Energy Authority of Ireland.
¹GJ/sqm - Gigajoules per square meter

GHG Emissions (tonnes CO₂) GRI 2-4, 305-1, 305-2, 305-4

GHG Emissions	SEC	SN	2024
Scope 1 ¹	7,373	1,253	8,626
Diesel Conversion Factor: 2.910 	5,420	490	5,910
Gasoline Conversion Factor: 2.228 	369	259	627
LPG Conversion Factor: 1.473 	1,585	505	1,775
Scope 2 ² Conversion Factor: 0.6935	74,849	44,899	119,748
Total Emissions	82,222	46,152	128,374
Emissions Intensity (tCO ₂ /sqm) ³	0.21	0.21	0.21

¹ Fuel emission factors are from the Greenhouse Gas Protocol Emission Factors for Cross-Sector Tools.
² Electricity emission factor is based on the DOE 2019-2021 National Grid Emission Factor (NGEF)
³ Tonnes CO₂ per square meter

Air Pollutants GRI 3-3

In 2024, Scopes 1 and 2 CO₂e emissions were recorded at 128,060 metric tons of carbon dioxide (tCO₂). Scope 1 emissions originated from purchased fuel for service vehicles, generator sets, boiler operations, and LPG for kitchen operations. For Scope 2, or indirect emissions, we adopted the location-based approach. Following the Department of Energy (DoE) guidelines, we applied the DOE 2019-2021 National Grid Emission Factor (NGEF) to calculate emissions from the electricity consumption of all our facilities.

We recognize that our boiler operations and stand-by generator set contribute to emissions of Particulate Matter (PM), Nitrous Oxide (NOx), and Carbon Dioxide (CO₂). To minimize this impact, we maintain the efficient operation of all Air Pollution Source Equipment (APSE), continuously monitoring boilers for 24/7 operations. Generator sets and smokestacks, used for emergency power supply, are also closely monitored for efficiency, proper ventilation, and ambient air quality.

Moreover, Solaire monitors regulatory updates and closely coordinates with Environmental and Local regulators to comply with environmental and health-related policies such as the Anti-Smoking Law and the Clean Air Act for indoor and outdoor air quality.

Air Emission testing for Solaire Resort North is scheduled to be conducted in August 2025.

Air Emissions (in mg/Ncm) GRI 305-7		
Emission Type	Activity	SEC 2024
NOx	Hot Water Boiler Operation ¹	127.33
CO		143.00
PM		2.67
NOx	Steam Boiler Operation	351.67
CO		169.67
PM		2.67
NOx	Stand-by Generator Set	396.50
CO		88.81

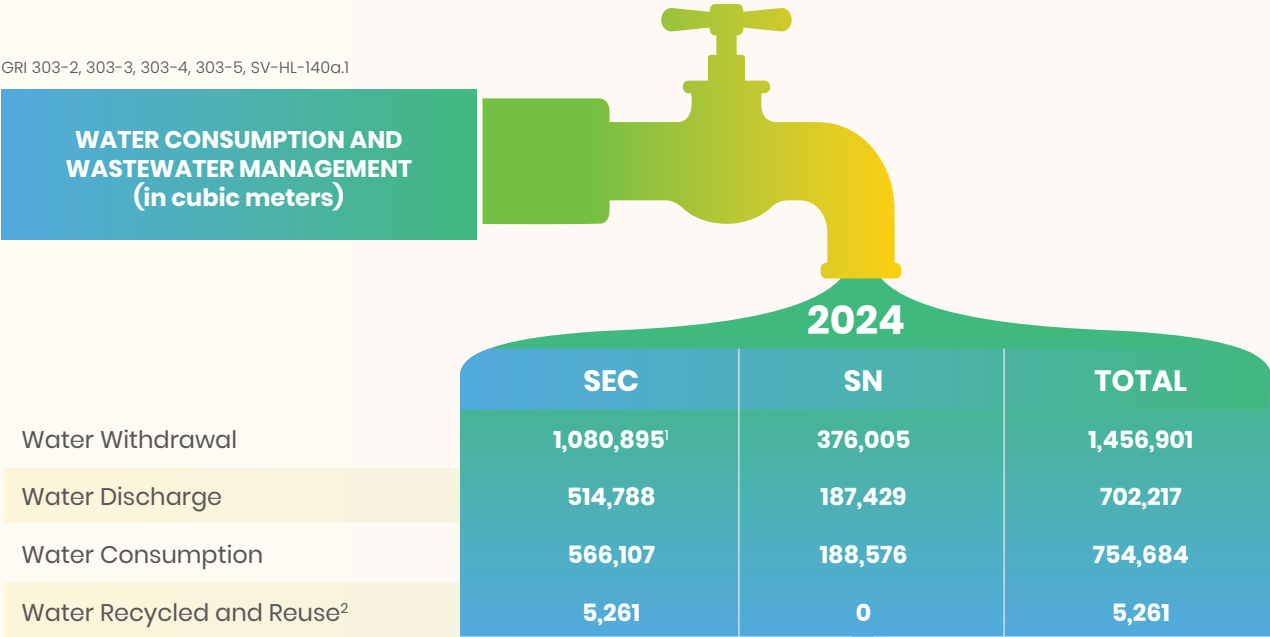
¹Hot Water Boilers are tested every other year

WATER CONSUMPTION AND WASTEWATER MANAGEMENT

GRI 3-3, 303-1

Water quality and supply are essential for our hotel guests, toilet amenities, kitchen services to HVAC systems and hygiene requirements protocols. At Solaire, we are committed to responsible water use, applying best practices in conservation, and prioritizing efficient water use and wastewater management. While Water Consumption and Wastewater Management ranked lower in the materiality assessment, this reflects the strength of our existing systems rather than a lack of priority. Our continued investments in advanced water recycling and wastewater treatment enable us to uphold high standards while minimizing environmental impact, ensuring the long-term sustainability of this critical resource.

GRI 303-2, 303-3, 303-4, 303-5, SV-HL-140a.1



¹ Solaire Entertainment City includes withdrawal from third-party water and seawater sources. However, the SEC's SWRO Plant was decommissioned in 2024 due to inefficiencies.

² Estimated daily average recycled for watering plants

Water Consumption and Conservation

At Solaire, water is critical to operations, with the hotel, restaurant, boiler operations, and laundry departments accounting for the highest consumption volumes. The cooling tower also consumes significant water resources to extract waste heat, releasing it into the atmosphere through evaporation. Recognizing the importance of water efficiency, we have implemented programs to reduce waste and optimize usage.

Water consumption is derived as the difference between the water withdrawn and water discharged, 95% of which was utilized for operational necessities, while 5% was directly discharged through the drains to Manila Bay.

Operational necessities refer to wastewater that does not undergo treatment in the sewage treatment plant (STP) but is an inevitable water loss necessary for maintaining operational processes, efficiency, and optimization, including:

- Water evaporated during the heat rejection process in the Cooling Towers.
- Water Reduction from Steam Generation of Steam Boiler & Laundry Equipment
- Water lost from Boiling in Hot Water Boiler
- Small water droplets carried away by airflow in Cooling Tower
- Operation of Condensers of Chilled Water System
- Absorption and Retention in Laundry and Guest Water Use)

- Irrigation water absorbed by plants and grounds, including the Nursery.
- Water Replenishment for Swimming Pool, Fountains, Water Features
- Water Used in Domestic Activities as consumed by guests, including ingestion and in food.
- Water Used in Phase II by contractors for cleaning and washing, absorbed by grounds.

Direct Discharge refers to wastewater that does not go through the STP treatment process and is discharged directly into the drains, including:

- Blowdown of Boiler Operation as Water discharged to control dissolved solids
- Overflow of Swimming Pool and Water Features due to natural overflow and needed for the pool water replenishment.
- Maintenance and Cleaning of Transportation fleet during routine system maintenance
- Water Used in Cleaning of Swimming Pool, Fountains, Water Features, Equipment during deep cleaning.
- Water Loss During Filtration of Swimming Pool, Fountains, Water Features during filter backwashing.
- Water Used for Cleaning the Property (Vehicles, Buildings & Facilities)
- Water Drained from Fish Aquariums necessary for water replenishment

Correcting water leaks is a continual priority. Teams systematically identify and address leaks to minimize wastage. We have established baseline consumption levels for laundry operations and are enhancing monitoring systems for the hotel and food and beverage departments.

At Solaire Resort North, water usage is monitored based on room nights, food covers, and laundry production. With a laundry operations baseline already in place, ongoing monitoring improvements for hotel and F&B operations will further refine water management strategies.

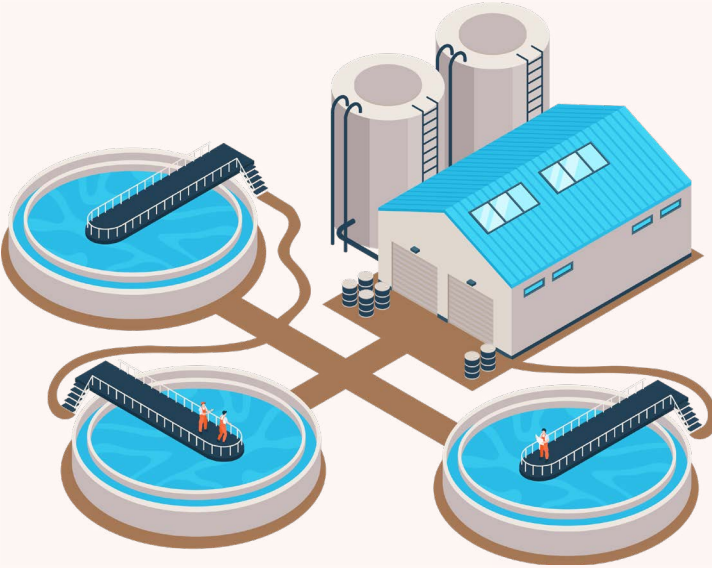
We have installed double-control bathroom angle valves in all guest rooms to conserve water and regulate flushing systems and bidets. We have also minimized make-up water inflow—freshwater added to cooling systems to offset evaporation, leaks, and bleed-off—improving system efficiency.

Beyond operational measures, we engage employees through digital campaigns to promote water-saving behaviors. While tenants in the BPO sector consume water for domestic purposes, their usage is minimal and outside our direct control.

Wastewater Management

Solaire upholds its environmental responsibility by complying with the Department of Environment and Natural Resources (DENR) Wastewater Effluent Quality Standards. These regulations, outlined in DENR Administrative Orders 2016-08 and Memorandum Circular 2021-19, set specific parameters to safeguard water bodies and their ecosystems.

Following stakeholder consultations, the DENR amended limits for ammonia and phosphate levels, reflecting their impact on local activities and the environment. Solaire proactively enhanced its sewage treatment capabilities to meet these updated standards by installing an additional chemical dosing system. This upgrade ensures that our wastewater management aligns with regulatory requirements, upholds water quality, and supports the preservation of natural resources.



Wastewater Treatment Process

Solaire protects human health and the environment through a structured wastewater treatment process that includes pretreatment, secondary treatment, and disinfection, using advanced Sequencing Batch Reactor (SBR) technology.

- **Pretreatment:** Large solids are filtered, and sewage is transferred to an equalization tank with coarse bubble diffusers to regulate flow. Coagulants are applied to begin phosphate treatment.
- **Secondary Treatment:** Dissolved and suspended materials are removed during the biological process within the SBR.
- **Disinfection:** Treated water undergoes ultraviolet and chlorine disinfection to meet fecal coliform standards before discharge.

A third-party contractor oversees daily operations, preventive maintenance, and wastewater analysis through accredited laboratories to maintain the efficiency of the Sewerage Treatment Plants.

Water Recycling

Solaire Resort Entertainment City supports water recycling efforts by repurposing treated wastewater to irrigate gardens and green spaces along the property's perimeter. This initiative also provides additional water resources to neighboring Entertainment City establishments for essential uses such as flushing and road cleaning.



SOLID AND HAZARDOUS WASTE MANAGEMENT

GRI 3-3, 306-1, 306-2

Solaire acknowledges the critical role of waste management in protecting public health, safety, and environmental integrity. Guided by the Ecological Solid Waste Management Act of 2000 (RA 9003) and the Toxic Substances and Hazardous and Nuclear Waste Control Act of 2004 (RA 6969), we aim to address responsible waste handling throughout our operations.

While waste management ranked lower in the materiality assessment, our established protocols ensure that waste handling and disposal remain aligned with regulatory standards. We identify and dispose of hazardous and non-hazardous wastes, complying with standards set by the Department of Environment and Natural Resources (DENR) and local governments. A designated Pollution Control Officer (PCO) conducts periodic compliance audits in partnership with our Purchasing and Stewarding departments. These audits verify that third-party waste transporters and treatment facilities meet all regulatory criteria.

Furthermore, management is looking into reducing the residual waste that ends up in landfills by revisiting amenities provided in our hotel rooms and reviewing the composition of these wastes.

Hazardous Waste Management

Solaire manages hazardous waste with a focus on safety, environmental compliance, and resource recovery. Specialized facilities recycle Used Lead-Acid Batteries (ULABs) to recover lead, lead alloys, and plastic components. Treatment, Storage, and Disposal (TSD) facilities compost grease trap wastes, screened sewage treatment plant (STP) wastes, and STP sludge, undergoing biannual audits to meet regulatory standards.

Our teams reclaim used oil by cleaning, drying, and treating it to remove water, acids, sludge, and contaminants, making it suitable for reuse. Workers dismantle and segregate electronic waste, such as Waste Electrical and Electronic Equipment (WEEE), before transferring it to recycling or smelting facilities.

Solaire uses thermolysis, a high-temperature thermal process that eliminates pathogens for medical and infectious waste. Residual waste that cannot be recovered or recycled goes to sanitary landfills, ensuring proper hazardous waste management.

Non-Hazardous Waste Management

Our teams systematically manage non-hazardous wastes such as paper-based products, plant-based oils, and food waste. They repurpose wooden pallets that would otherwise be discarded into functional items. For example, in 2024, we recycled 175 pallets into 27 wooden barbecue tables and 20 barbecue ice wells, reducing waste and creating added value.

Trash-to-Cash Project

We are committed to transforming waste into opportunity. In 2024 alone, our Trash-to-Cash initiative successfully generated more than half a million pesos from plastic bottles, plastic gallons, soda cans, in cans, cartons and papers, scrap aluminum and other plastic materials.

Waste

GRI 306-3, 306-4, 306-5

Volume in Metric Tons	SEC	SN	2024
Hazardous waste generated and transported	378	259	637
Non-Hazardous waste generated	2,897	1,194	4,091
Waste Composted	339 ¹	236 ²	575
Waste Recycled ¹	167	334	501
Waste Landfilled ¹	1,899	752	2,651
Waste Downcycled ³	491	108	599

¹ Non-hazardous waste generated and transported by accredited waste management facility

² Grease trap waste from Solaire Resort North is composted.

³ Shredded Cards are used for alternative fuel.

Food Waste Management

SASB FB-RN-150a.1

At Solaire, managing food waste is key to cost efficiency and environmental sustainability. We conduct monthly assessments of kitchen trimmings and plate waste to monitor and reduce food waste across our operations.

We engage our teams through Information, Education, and Communication (IEC) campaigns that promote mindful food consumption and waste reduction practices. Beyond internal efforts, we work with partners to repurpose food waste into compost for our greenhouses or as donations to local farmers.

In 2024, food cost management remains a priority for Solaire Resort Entertainment City. Monthly culinary and food and beverage reports incorporate strategies such as SWOT and root cause analyses, enabling teams to identify and implement cost-efficient solutions.

The ORCA system, installed in the Team Member Dining area and Garbage Disposal room, further supports waste processing at Solaire Resort Entertainment City. To date, the system has processed 11,337 kilograms of food waste from October to December of 2024.



Plastic-Reduction Program

GRI 3-3, 301-1, 301-2, 301-3, SASB FB-RN-150a.2

Solaire attempts to address its plastic waste, and drive green innovation in order to advance sustainability in the hospitality industry.

In compliance with the Extended Producer Responsibility Act of 2022 (Republic Act No. 11898), we focused on lifecycle assessments, waste management programs, compliance schemes, and public awareness initiatives. For 2024, we have achieved a 40% recovery rate by improving plastic waste sorting and recycling.

Solaire Resort Entertainment City utilized 3,917,491 pieces of biodegradable packaging and containers, an increase of 208,069 pieces compared to the previous year’s usage. Solaire Resort North has also utilized 1,288,296 pieces of biodegradable packaging and containers that would have otherwise been of single-use plastic material.

While the complete elimination of non-biodegradable containers remains a challenge due to the continued use of microwavable containers in our operations, progress is being made. TMD plastic bento containers have been phased out as takeout container requests have significantly decreased. Additionally, the culinary team has begun reducing the use of microwavable containers as food storage by transitioning to reusable, airtight containers which can be washed in the dishwasher and reused.

The Culinary team has tested biodegradable freezer bags as a sustainable alternative to single-use plastic bags. Once existing stock is depleted, this transition is expected to eliminate approximately 112,800 single-use plastic bags annually. We are also exploring alternative bottled water materials to reduce plastic waste further.

During the same period, we tapped a third-party accredited vendor to repurpose 491,180 kilograms and 108,230 kilograms of shredded cards from SEC and SN, respectively into alternative fuel as our waste-to-energy solution. In addition, 17,505 pieces of plastic water bottles were donated to the Art Studio for December 2024.

Sustainable Gardening

At Solaire Resort Entertainment City, sustainable gardening is part of our environmental stewardship efforts as we use our vacant land as an on-site garden. Managed by the Greeners and Stewarding Team, we are able to care for some of our ornamental plants and produce local and international herbs that provide fresh, farm-to-table ingredients for our restaurants. These herbs enhance the dining experience while reducing the need for externally sourced produce. The garden also supports waste diversion by converting organic waste from our operations into nutrient-rich compost, promoting sustainability and a circular approach to resource use.

From January to December 2024, the garden produced 228.14 kg of assorted herbs and fresh produce, including basil, gotu kola, oregano, mint leaves, blue ternate, tarragon, calamansi, chili, Thai basil, curry leaves, kaffir lime, dill, lemon, and cherry tomatoes. Additionally, 6,025 potted plants were used as decorative displays at Fresh and Banquets operations during the same period.

Expanding our commitment to sustainability, we also introduced bee farming by procuring two beehives. Our first honey harvest, completed on June 11, 2024, yielded 16,140 ml of honey, marking a successful step toward further enhancing our eco-friendly initiatives.

Biodegradable Packaging and Containers Used



3,917,491 pieces
in Solaire Resort Entertainment City

1,288,296 pieces
in Solaire Resort North



Creating Value for Society

At Solaire, we aim to create value for society by extending our contributions for the greater good. With the recent opening of Solaire Resort North, we were able to create more job opportunities while stimulating economic growth. This year, we continue to extend our contributions through tax payments, infrastructure investments, scholarship programs, relief operations, and a range of community services in line with our sustainability goals.



Economic Performance

Solaire effectively manages financial risks and resources in line with the country's laws and regulations. In 2024, Solaire reported Php 53 billion in consolidated net revenue, a 13% increase from the previous year's Php 47 billion. Our tax contribution to the government amounted to Php 14 billion while Php 538 million was allocated to support communities nationwide. Going beyond financial contributions, our business activities aid in the creation of employment opportunities while fostering growth of local businesses to strengthen the country's gaming and hospitality sectors.

Economic Value Generated and Distributed¹

GRI 201-1

	2024	2023	2022
In Thousands Php			
Direct economic value generated pertains to total of Gross gaming revenue after PFRS 15 allocation and Non-gaming and other revenue	66,162,571	62,366,244	53,048,330
Direct economic value distributed	57,300,831	49,206,802	44,176,914
Operating costs and payments to suppliers refer to promotional allowances presented as contra revenue and cash operating expenses, namely advertising and promotions, office expenses, outside services and charges, utilities, cost of sales, rent, repairs and maintenance, communication and transportation and others. These also include other operating costs related to payments made to suppliers, including foreign exchange losses (gains) associated with these payments.	26,961,761	24,131,847	23,498,036
Employee wages and benefits refer to salaries and benefits presented under operating costs and expenses	7,027,394	5,272,923	3,554,691
Payments to Providers of Capital			
Dividends to Shareholders pertain to Dividends declared and paid during the year	0	0	0
Interest payments to loan providers pertain to Interest Expense for the year	8,348,632	6,522,784	5,781,939
Government Taxes pertain to remittances to PAGCOR, BIR and other government agencies; reported as taxes and licenses under operating costs and expenses and as provision for current income tax	14,425,302	12,700,185	10,833,451
Community Investments pertain to total of Gross gaming revenue after PFRS 15 allocation and Non-gaming and other revenue	537,742	579,062	508,797
Direct economic value retained pertain to donations to Bloomberg Cultural Foundation, Inc. that are funded in accordance with license agreement with PAGCOR	8,861,740	13,159,442	8,871,416

¹Based on Philippine Segment of SEC Form 17-and Consolidated Financial Statements for the year ending December 31, 2024

Tax Management

GRI 3-3, 207-1, 207-2, 207-4

Solaire ensures proper tax payments by adhering to regulations such as the National Internal Revenue Code, Bureau of Internal Revenue regulations, Entertainment City PEZA Registration Agreement of SPI, and PAGCOR license agreement of BRHI to support the country's developmental goals. As part of our licensing agreement, Bloomberg Cultural Foundation Inc. (BCFI)'s and BRHI's remittances to PAGCOR aid and strengthen the various socio-civic programs approved by PAGCOR.

Our finance and tax team regularly coordinates and monitors tax regulations and legislation with appropriate government agencies to ensure tax compliance. Before submission, the Board level Audit Committee reviews the quarterly, half-yearly, and annual financial statements. We also coordinate with external auditors to provide tax compliance and advisory services to ensure prompt and accurate financial reports, as well as verifying Solaire's tax processes, annual computations, and payments.

For a more comprehensive understanding of Solaire's Tax Management, our Independent Auditor's Report can be accessed together with the Audited Financial Statement. Further details regarding the company's financial information are available on the SEC Form 17A.



Disclosure	2024 ¹	2023	2022
In Thousands Php			
Consolidated Revenue	52,759,660	47,894,558	38,807,792
Income/(Loss) before Income Tax	2,586,610	9,482,130	5,141,026
Consolidated Total Assets	199,696,925	160,169,876	141,125,599
Consolidated Current Income Taxes Due	24,712	32,280	9,644
Consolidated Income Tax payable	3,152	3,577	2,330

¹Based on Consolidated Financial Statements for the year ending December 31, 2024
Excluding tax disputes with the BIR and pending in the Court of Tax Appeals.

Community Relations

GRI 3-3, 203-1, 203-2, 413-1 413-2

Solaire is committed to fostering strong relationships with the community as part of its broader responsibility to contribute to social progress. Through the Solaire Cares program and the Bloomberry Cultural Foundation, Inc. (BCFI), we implement Corporate Social Responsibility (CSR) initiatives focusing on community development, cultural support, and social welfare. These efforts align with our goal of making a meaningful contribution to the well-being of the communities we serve.

Solaire Cares

Solaire Cares is the corporate social responsibility (CSR) initiative of Bloomberry Resorts Corporation. The program supports orphanages, schools, elderly care homes, and marginalized communities. By partnering with government agencies and non-governmental organizations, Solaire Cares fosters a culture of volunteerism, encouraging employees to contribute their time and skills to make a positive impact.



This year, Solaire awarded a new scholarship to the daughter of one of our Environmental Services (EVS) attendants, reinforcing our dedication to employee welfare and education. The second-tier track of this program focuses on a Bachelor of Science in Cybersecurity, equipping scholars with in-demand skills for the future. The scholarship, designed to support the dependents of rank-and-file team members, is granted to one recipient annually through a rigorous selection process managed by the Scholarship Committee. The program is conducted in partnership with De La Salle-College of Saint Benilde, ensuring quality education for the chosen scholar.

In March, the Solaire community organized a donation drive to support Bahay Kalinga and the Women's Wellness Center, providing essential supplies such as milk, diapers, medicines, and clothing. The contributions were warmly received by the beneficiaries, highlighting the collective generosity of our team members.

In line with our sustainability and community support efforts, Solaire redirected old uniforms to local organizations that repurpose fabrics into livelihood products. This initiative benefits disadvantaged communities by providing materials for reuse, recycling, and upcycling. In August, 81 bags of uniforms were donated, followed by 91 bags in September. These donations were distributed to the Materials Recovery Facility, Barangay San Dionisio Livelihood Center, Parañaque Livelihood Center, Barangay Don Bosco Livelihood Center, Parañaque City College, and the Polytechnic University of the Philippines.

As part of Solaire's holiday CSR efforts, a school supplies donation drive was held for students of Parañaque Elementary School – Central, known for its outstanding young talents in national and international competitions. The students welcomed the Solaire team with a heartwarming drum and lyre performance and special presentations, expressing their gratitude for the support they received.

Bloomberry Cultural Foundation, Inc.

Bloomberry channels its social development efforts through the Bloomberry Cultural Foundation, Inc. (BCFI), following PAGCOR's mandate to allocate 2% of BRHI's Gross Gaming Revenue from non-junket tables to approved socio-civic and developmental programs. BCFI contributes to government-led efforts in healthcare, education, cultural preservation, and community development through its initiatives.

The foundation safeguards Philippine cultural heritage by supporting museum rehabilitation, artist and artisan programs, and educational initiatives such as scholarships and teacher training. It also plays a vital role in healthcare advancements, funding medical facilities and hospitals to expand access to essential services. In times of crisis, BCFI extends aid to indigenous communities, overseas Filipino workers, and disaster-affected areas, helping address urgent needs.

BCFI works closely with government agencies to implement projects requiring additional resources, ensuring each initiative undergoes PAGCOR's review and approval before funding and execution.



BCFI Projects

San Andres Hospital Construction

BCFI funded the construction of a 25-bed hospital in Sitio Yuyuan, Barangay Camflora, San Andres, Quezon, designed to enhance healthcare access in the region. The hospital includes isolation rooms, semi-private rooms, six-bed wards, a Neonatal Intensive Care Unit (NICU), four emergency rooms, two operating and delivery rooms, and provisions for consultation rooms. With a total project cost of Php 108 million, the building has been completed, with only landscaping and perimeter fence construction remaining. Scheduled for inauguration in mid-February 2025, the hospital will provide essential medical services to residents of Barangay Camflora, San Andres, and neighboring communities.



Donations to the City Government of Parañaque

Every year, the City Government of Parañaque receives a Php 3 million quarterly donation from BCFI to support its health-related programs. This funding helps ensure the continuous delivery of essential medical services to the community, enhancing healthcare accessibility and improving public health initiatives.

Repair and Rectification of PMA Barracks

To enhance the living conditions of cadets, BCFI allocated Php 80 million to rehabilitate Enrile and Regis Halls at the Philippine Military Academy (PMA). The project aimed to address structural issues and improve essential facilities, ensuring a safer, more functional, and comfortable environment for PMA cadets.

The scope of work covered significant repairs and upgrades across multiple areas. Key improvements included the installation of a trench canal at the roof deck, repairing and relocating roof gutters, ceilings, painting, and tile work to enhance durability and aesthetics. Structural upgrades were also carried out on the main, access, and basement floors, ensuring better safety and accessibility. Additionally, sanitary, plumbing, and electrical systems were modernized to meet efficiency and safety standards.

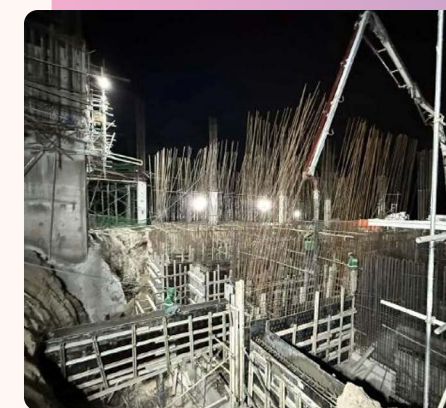


The rehabilitation was completed in phases, with Enrile Hall's repairs finalized in January 2024, followed by the completion of Regis Hall in May 2024.

Clark Multi-Specialty Medical Center

BCFI has committed Php 1 billion to construct a 100-bed Pediatric Specialty Center within the larger Clark Multi-Specialty Medical Center in Clark Freeport Zone. This initiative aligns with Republic Act 11959, reinforcing efforts to enhance regional healthcare access.

The multi-specialty medical center is a collaborative effort, with funding contributions from BCFI, the Department of Health (DOH), and Clark Development Corporation (CDC), each committing Php1 billion to the project. BCFI's share specifically supports the development of the Pediatric Specialty Center, which will function as a Level 2 hospital, offering specialized pediatric care.



Structural and site works are underway, with the topping-off ceremony scheduled for March 2025. The facility is set for completion within the same year, marking a significant step toward expanding high-quality medical services in the area.



Scholarship Program for Medical Practitioners, Scientists, and Engineers

BCFI, in partnership with Pilipinas Shell Foundation and academic institutions nationwide, provides financial aid for deserving students pursuing degrees in Medicine, STEM, and allied health-related fields, including caregiving. The Php 250 million program aims to produce 750 graduates in five years. This initiative is a response to the increasing number of medical professionals seeking employment abroad, which has contributed to the country's shortage of healthcare practitioners. The program aims to strengthen the country's medical and STEM workforce by investing in local talent and improving healthcare accessibility.

Partner institutions include St. Luke's Medical Center College of Medicine, the University of the Philippines – Manila, and Western Visayas State University. These universities and training centers ensure that scholars receive high-quality education and practical training to prepare them for their future careers. For caregiving scholarships, beneficiaries will be selected from the host communities of Solaire-Parañaque and Solaire North, providing opportunities for individuals from these areas to gain essential skills in healthcare services.

Additionally, leadership, empowerment, and skills development training for scholars has already commenced, equipping them with the knowledge and confidence to excel in their fields.

OFW Hospital Construction

With a Php 521.8 million investment, BCFI built a 100-bed government hospital in San Fernando, Pampanga, dedicated to providing quality medical care for Overseas Filipino Workers (OFWs) and their families. Now operated by a Philippine General Hospital (PGH) contingent, the facility has been turned over to the Department of Migrant Workers. It serves as a secondary-level hospital with a medical and diagnostic center, offering consultations, laboratory tests, therapy, and other essential healthcare services.



Aeta Family Care Center, Sacobia Mountain

BCFI has completed Phase I of the Aeta Family Care Centers, constructing five multi-purpose centers in Sitio Burog, Sitio Calapi, Sitio San Vicente, Sitio Sto. Niño, and Marcos Village, located in Mabalacat, Pampanga, and Bamban, Tarlac. These centers provide spaces for daycare education, livelihood seminars, and health services to the Aeta community. With a Php 46.6 million investment, the centers serve as hubs for social development initiatives.

Phase II, launched in early 2024, focuses on food security, childcare, and sanitation programs, benefiting approximately 2,500 Aeta households.

With a Php 50 million budget and Pilipinas Shell Foundation and Clark Development Corporation as partners, ongoing activities include capacity-building workshops on farming, household gardening, nutrition, child-rearing, and the installation of potable water sources.



Aeta Housing Project, Porac, Pampanga

To support Aeta families displaced by the 2019 earthquake, BCFI is constructing 25 duplex housing units for 50 families in Porac, Pampanga. The Php 90.75 million housing project is underway, with completion targeted for May 2025.



UP-PGH Repair and Retrofitting Project

A Php 98.32 million investment enabled BCFI to retrofit and renovate pipelines, waterworks, lighting fixtures, and elevators at the Philippine General Hospital. The project is now complete, with an official inauguration set for the first quarter of 2025.



Modernization of Ramon Magsaysay Center

BCFI funded the Php 50 million modernization of the Ramon Magsaysay Center, enhancing facilities such as the Innovation Hub, audiovisual room, boardroom, content creation studio, and library office. The project also included upgrades to the kitchen, RM Hall, and chilled water lines, ensuring a more dynamic and functional space for knowledge-sharing and collaboration.



Veterans Memorial Medical Center Magiting Wing

Aiming to improve healthcare services for the country’s war veterans, BCFI contributed Php 30 million for the construction of the Magiting Wing at the Veterans Memorial Medical Center (VMMC). Spanning 1,379.84 square meters, the new wing features 12 private rooms, four suites, a nurse station, a lounge area, storage facilities, an access ramp, and a connecting bridge to the main hospital. The project was completed and inaugurated in November 2024.



La Mesa Ecopark Rehabilitation (Phase I)

BCFI allocated Php 65 million to revitalize La Mesa Ecopark, improving activity areas, administrative offices, restrooms, Eco Academy Hall, the museum, first-aid stations, and recreational spaces. While rehabilitation continues, the park partially reopened in June 2024 to celebrate World Environment Day.



Typhoon Relief Operations

As part of its humanitarian efforts, BCFI swiftly responded to disasters by providing essential aid:

- Typhoon Julian Relief Operations: In October 2024, BCFI distributed 1,260 sacks of rice to families in Banoen, Lamag, Malideg, Patiacan, and Patungcaleo in Quirino, Ilocos Sur, allocating Php 1.2 million for the relief initiative.
- Typhoon Kristine Relief Operations: A larger-scale response saw 8,460 sacks of rice distributed across Camarines Sur, Batangas, and Cavite, benefiting affected communities. With a Php 8.8 million investment, families in Naga City, Sipocot, Pili, Bula, Bato, Nabua, Camaligan, Batangas, and Ternate, Cavite, received much-needed assistance.

BCFI Project Expenses ¹	2024
	In Thousands Php
San Andres Hospital Construction	29,135
Donations to the City Government of Parañaque	12,000
Repair and Rectification of PMA Barracks	80,000
Clark Multi-Specialty Medical Center	99,189
Scholarship Program for Medical Practitioners, Scientists, and Engineers	55,230
Aeta Family Care Center, Sacobia Mountain	15,048
Aeta Housing Project, Porac, Pampanga	17,101
UP-PGH Repair and Retrofitting Project	7,178
La Mesa Ecopark Rehabilitation (Phase I)	61,911
Typhoon Relief Operations	10,258
TOTAL	387,050

¹Based on Unaudited amounts for the year ending December 31, 2024

Good Governance

Strong governance remains at the core of our journey as we expand northward and elevate our commitment to sustainability. Upholding ethical conduct and accountability allows us to create a responsible corporate culture that protects our stakeholders, strengthens communities, and drives positive social and environmental impact. Our adherence to corporate governance principles, as mandated by the Code of Corporate Governance, is detailed in the Integrated Annual Corporate Governance Report, outlining compliance and improvement areas.



3G GLOBAL GOOD GOVERNANCE PROGRAMME

Summit host



Manila Philippines

April 29 2024



Governance Structure

GRI 2-9, 2-11, 2-12, 2-13, 2-14, 2-17, 2-18, 3-3

The experience and expertise of our leaders guide our approach to sustainability governance. Steering Solaire's strategic direction is our Board of Directors, an assembly of distinguished business professionals elected annually to serve a one-year term.



Enrique K. Razon Jr.
CHAIRMAN OF THE BOARD
AND CHIEF EXECUTIVE OFFICER



Jose Eduardo J. Alarilla
VICE CHAIRMAN



Donato C. Almada
VICE CHAIRMAN FOR CONSTRUCTION
AND REGULATORY AFFAIRS



Thomas Arasi^{*}
PRESIDENT AND CHIEF OPERATING
OFFICER



Christian R. Gonzalez
DIRECTOR



Octavio Victor R. Espiritu
INDEPENDENT DIRECTOR



Diosdado M. Peralta
INDEPENDENT DIRECTOR



Atty. Silverio Benny J. Tan
CORPORATE SECRETARY AND
COMPLIANCE OFFICER

* Retired on December 17, 2024

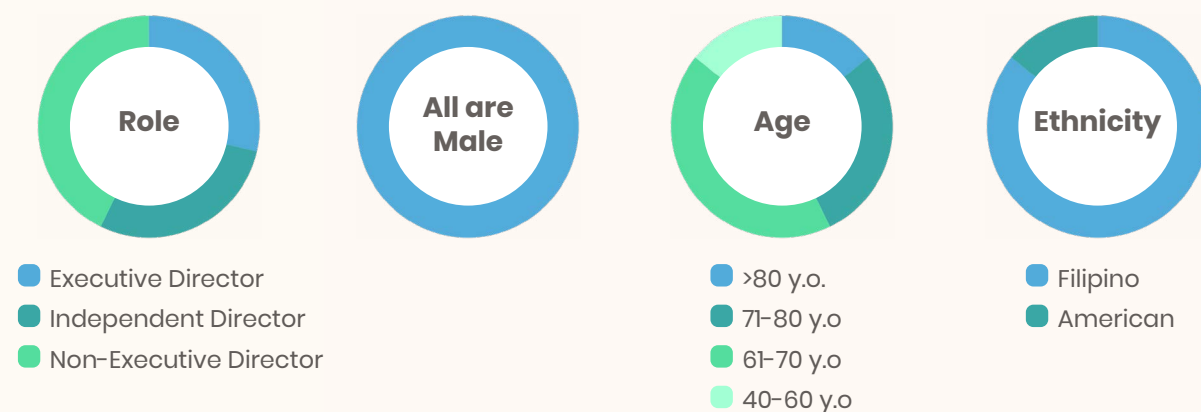
At Bloomberry, the Board of Directors plays a vital role in fostering a culture of integrity, accountability, and ethical leadership. Guided by the Code of Corporate Governance for Publicly Listed Companies and the Manual for Good Corporate Governance, the Board ensures that shareholder interests are safeguarded while promoting the well-being of all stakeholders.

Under the Board's strategic direction, our management team endeavors to translate corporate values into tangible policies and initiatives that drive responsible business practices. With a strong emphasis on checks and balances, the team enhances investor relations while ensuring compliance with regulatory and industry best practices.

To sustain excellence in governance, the Board annually conducts a self-assessment to evaluate both its collective performance and individual contributions. This structured review, based on a 1-to-5 rating scale, is carried out through questionnaires, allowing members to share insights, feedback, and recommendations for continuous improvement.

2024 Board Diversity Factors

GRI 202-2, 405-1



Board Nomination and Selection GRI 2-10

A commitment to strategic leadership and diverse expertise guides the selection of our Board of Directors. Candidates are chosen based on their collective knowledge, industry experience, and specialized skills that contribute valuable insights and adaptability in a dynamic business environment. This ensures the Board is well-equipped to provide effective governance and long-term direction for the Group.

To uphold transparency and integrity, nominees are required to disclose any vested interests or related party transactions with the Company. This proactive measure prevents conflicts of interest that could affect their decision-making and effectiveness as Board members.

Nomination Committee

Members		
Enrique K. Razon Jr. Chairman	Jose Eduardo J. Alarilla Member	Christian R. Gonzalez Member

Board Committees GRI 2-9

Audit Committee:

The Audit Committee is critical in upholding financial integrity and risk management within the company. Composed of three non-executive directors and chaired by an independent director, the committee supports the Board by overseeing financial reporting, internal controls, audits, and regulatory compliance.

In addition to financial oversight, the committee is responsible for Enterprise Risk Management, ensuring that potential risks across the organization are identified, evaluated, and mitigated in alignment with the company's risk appetite.

Members		
Octavio Victor R. Espiritu Chairman	Diosdado M. Peralta Member	Christian R. Gonzalez Member

Related Party Transaction Committee:

The Related Party Transaction Committee, consisting of three members, ensures transparency and fairness in business dealings. Tasked with reviewing and approving all material-related party transactions, the committee helps safeguard the company's integrity. It protects stakeholder interests by preventing conflicts of interest and ensuring compliance with governance standards.

Members		
Octavio Victor R. Espiritu Chairman	Diosdado M. Peralta Member	Thomas Arasi ¹ Member

¹ Retired on December 17, 2024

Compensation and Remuneration Committee:

Composed of three members, the Compensation and Remuneration Committee is responsible for shaping a fair and strategic compensation framework for the company's directors and officers. By developing policies that align with the company's culture, business strategy, and operational landscape, the committee ensures that remuneration practices support organizational growth and leadership excellence.

Members		
Jose Eduardo J. Alarilla Chairman	Estella Tuason-Ocña Member	Octavio Victor R. Espiritu Member

Environmental, Social, and Governance Committee:

The ESG Committee, comprising at least three members, including a designated Chairperson, plays a key role in supporting the Board’s oversight of ESG-related matters. It provides strategic advice and monitors the implementation of the Company’s ESG initiatives.

Bloomberry strengthens its commitment to sustainability by forming the ESG Committee, which integrates environmental, social, and governance principles across operations. The committee, composed of Board-appointed members with specialized ESG expertise, works closely with management to fulfill ESG responsibilities annually. Additionally, Solaire’s Board and senior leadership demonstrate compliance with SEC requirements by attending corporate governance seminars each year, addressing sector-specific challenges and environmental concerns.

Members		
Diosdado M. Peralta Chairman	Jose Eduardo J. Alarilla Member	Thomas Arasi ¹ Member

¹ Retired on December 17, 2024

RISK MANAGEMENT

Bloomberry implements a robust and integrated risk management framework to optimize decision-making and operational efficiency. Aligned with our Enterprise Risk Management policy, we proactively develop strategies to mitigate potential risks, ensuring long-term sustainability.

Solaire has identified several key risks that could significantly impact the business, with climate-related risks emerging as particularly crucial. These risks include physical threats to assets from extreme weather events, long-term environmental changes, and transition risks arising from evolving regulations, technological advancements, and market shifts towards a low-carbon economy.

Enterprise Risk Management Process

The risk management framework and process at Solaire function as follows:



ETHICAL AND LAWFUL PRACTICES

GRI 2-27

At the core of our operations, we uphold a strong ethical framework that aligns with our economic goals and moral values. We prioritize the rights and well-being of our stakeholders, employees, the company, and society at large. We demonstrate our commitment to ethical conduct through strict adherence to the Securities Regulation Code and compliance with anti-corruption, human rights, and labor laws. The absence of significant penalties for non-compliance in 2024 further underscores our dedication to fostering responsible business practices and maintaining high standards of integrity.

Anti-corruption

GRI 3-3, 2-15, 205-1, 205-2

Solaire upholds the highest standards of good governance and remains steadfast in its commitment to preventing fraudulent activities. Our anti-corruption framework is reinforced through stringent policies, including our Manual of Good Governance, Declaration of Affiliation, and Procurement Manual.

To foster a culture of integrity, all team members receive regular reminders about our Team Member Code of Good Behavior (TMCGB), which outlines clear protocols for preventing, identifying, and managing fraud-related incidents. Additionally, we proactively communicate a list of conflict-of-interest violations across the organization to safeguard our company and stakeholders.

Beyond internal measures, we extend our commitment to ethical business practices by ensuring that our suppliers and business partners adhere to our integrity standards as outlined in the Procurement Manual. Every supplier undergoes rigorous due diligence and assessments to confirm alignment with our ethical principles, serving as an added safeguard against corruption.

Through these measures, we strengthen our campaign against corruption, reinforce accountability, and foster a transparent, ethical environment across all aspects of our operations.



0

of contracts terminated with business partners due to incidents of corruption

GRI 205-3



Anti-money Laundering

Solaire Resorts (“Solaire”) upholds the highest standards of anti-money laundering (AML) and combating the financing of terrorism (CFT) compliance in accordance with Republic Act No. 10927, which designates casinos as covered entities under the Anti-Money Laundering Act.

Institutional Risk Assessments and Program Development

Solaire conducted its inaugural Institutional Risk Assessment (IRA) for money laundering and terrorist financing (ML/TF) in December 2017. Following this assessment, the Money Laundering and Terrorist Financing Prevention Program (MTPP) was adopted in February 2018, establishing robust AML/CFT processes that include customer identification and due diligence, transaction monitoring and reporting, record-keeping, employee training, periodic risk assessments, and internal audits.

In 2018, Solaire hosted the first ML/TF Risk Assessment Methodology Seminar, facilitated by AUSTRAC (Australia’s Financial Intelligence Unit) and the Philippines’ Anti-Money Laundering Council (AMLC) Secretariat. This seminar provided a platform for strengthening risk assessment methodologies and compliance strategies. Subsequently, the AMLC’s Compliance and Investigation Group conducted an on-site compliance audit of Solaire’s AML/CFT operations, offering insights into key risks that required mitigation and further enhancements to the compliance framework.

Strengthening AML/CFT Compliance Framework

In January 2019, Solaire completed its second Institutional Risk Assessment (2nd IRA), identifying leading ML/TF risk factors and evaluating the effectiveness of mitigation measures. This assessment rated Solaire’s overall ML/TF risk as moderate (6.1 on a scale of 1-10). To address identified risks, the MTPP was revised in May 2019 to strengthen internal controls.

Continuing these efforts, Solaire completed its third Institutional Risk Assessment (3rd IRA) in December 2021, resulting in an improved risk rating of 6.0. This assessment accounted for emerging regulatory changes and risks.

In June 2022, the Philippine Amusement and Gaming Corporation (PAGCOR) conducted a Compliance Checking of Solaire’s AML compliance operations, rating its AML/CFT Compliance Program as “Adequately Sound”.

2023 Enhancements and Ongoing Compliance Measures

In May 2023, Solaire introduced a revised MTPP, incorporating key enhancements such as the implementation of targeted financial sanctions, role-based team member training, strengthened controls for high-risk transactions and patrons, and regular reviews and updates to align with evolving AML/CFT obligations, industry trends, and detection methodologies.

Solaire’s Customer Due Diligence (CDD) and Know Your Customer (KYC) program strictly adheres to PAGCOR’s CDD Guide for Land-Based Casinos and the Casino Implementing Rules and Regulations. This comprehensive program includes detailed CDD/KYC measures, risk-based classifications (Simplified, Normal, Enhanced Due Diligence), transaction thresholds and triggers, procedures for patrons, junket operators, and foreign patrons, ongoing monitoring of patron activities and transactions, as well as watchlist and sanctions screening.

Core Components of Solaire’s AML Program

Solaire’s AML/CFT framework is structured around six core components. The first component, Risk Assessment, involves bi-annual institutional risk assessments, product and service risk evaluations, as well as annual and monthly systems testing.



100%

Completion of Due Diligence
for Solaire Rewards Club
Members

KYC/CDD ensures a risk-based approach to customer due diligence, incorporating risk scoring and screening, fitness and propriety assessments for junkets, and third-party due diligence for vendors and counterparties.

Sanctions Compliance includes periodic screening of team members and patrons, continuous training and testing, and systematic update management.

Transaction Monitoring and Reporting encompasses both manual and automated reporting of Covered and Suspicious Transactions (CTR/STR), real-time financial transaction monitoring, and enhanced scrutiny of junket player and operator transactions.

Training and Capacity Building provides comprehensive role-based training, regular communication and updates, and periodic knowledge assessments. Lastly, Record Keeping and Retention ensures a robust data retention policy, digitization of customer records, and exception checking with notification mechanisms. Together, these components form a strong and dynamic AML framework that aligns with global regulatory standards.

2024 Compliance Enhancements

Compliance operations were further strengthened in 2024. On September 12, 2024, PAGCOR issued its latest Evaluation of the Semestral Update on Compliance, rating Solaire’s AML/CFT operations satisfactory. Out of 22 directives, 17 were deemed fully implemented, while the remaining five were largely acceptable, pending full completion by Q1 2025.

In December 2023, Solaire completed its fourth IRA under the following banner considerations: (a) the impact of the Philippines’ grey-listing by the Financial Action Task Force (FATF); (b) compliance with new PAGCOR regulations targeting high-risk VIP and junket segments; (c) enhanced transaction monitoring for cash and non-cash transactions between junket operators and the junket cage; and (d) mandatory enhanced due diligence (EDD) for all junket players, emphasizing source of funds (SOF) and wealth verification

As a result of the IRA, Solaire leveraged existing engagements with third-party risk database providers and credit bureaus to support regulatory compliance on SOF verification. Solaire has enhanced real-time sanctions and watchlist screening during patron onboarding by giving frontliner immediate access to screening results. This system automatically flags potential matches for immediate escalation and investigation.

Additionally, Solaire has reinforced role-based training programs for gaming operations personnel, conducted at onboarding and as part of annual refresher training. A junket-specific AML/CFT training program has also been introduced for junket operators and internal teams managing junket transactions.

To address emerging threats, AML compliance staff have undergone a specialized capacity-building program covering: (a) evolving ML/TF typologies; (b) risks associated with cross-border settlements; and (c) emerging threats related to virtual assets.

Commitment to Continuous Improvement

Solaire remains committed to proactive compliance and continuous enhancement of its AML/CFT framework. By leveraging advanced monitoring tools, strengthening due diligence processes, and fostering a culture of compliance through training, Solaire ensures that its operations align with global AML/CFT standards and regulatory expectations.



Anti-trust and Competition

GRI 3-3, 206-1

At Solaire, we prioritize ethical practices and compliance within a competitive and tightly regulated market. In 2024, both Sureste and BRHI demonstrated a strong commitment to fair competition by avoiding any involvement in cases related to the Philippine Competition Act (Republic Act No. 10667), which combats anti-competitive agreements, abuse of dominant market positions, and unfair mergers or acquisitions. Additionally, neither entity incurred significant fines or non-monetary sanctions for violating anti-trust or anti-competitive regulations, further reflecting our dedication to upholding high standards of business integrity and legal compliance.

206-1

Legal actions for anti-competitive behavior; anti-trust, and monopoly practices

Number of cases regarding anti-competitive behavior / violation of anti-trust and monopoly	0
Main outcomes of completed legal actions	0

No case has been filed against Sureste Properties, Inc. and Bloomberry Resorts and Hotels, Inc. involving anti-competitive behavior or violation of anti-trust and monopoly.

Human Rights Protection

GRI 2-16, 2-25, 2-26, 406-1, 408-1, 409-1, 411-1, SASB SV-HL-310a.4, SV-HL-310a.2

We are committed to respecting human dignity and promoting human rights throughout our operations. During this reporting period, there were no complaints related to gender, race, ethnicity, harassment, or discrimination. Additionally, no legal actions or grievances were raised concerning human rights violations, such as child labor or forced labor, and no incidents affected the rights of indigenous communities.



No complaints related to gender, race, ethnicity, harassment, or discrimination against Solaire.



No legal actions or employee grievances emerged regarding human rights violations, including instances of child labor or forced labor.



No reported incidents infringing upon the rights of indigenous communities.

Moreover, we enforce the Team Member Code of Good Behavior, imposing penalties for harassment, and our Anti-Sexual Harassment Policy ensures a fair process for addressing complaints. In 2024, no amendments were needed after a management review.

Additionally, at our subsidiaries, the Whistleblower Policy is crucial in fostering a culture of transparency and accountability within our organization. Providing secure channels for reporting potential fraudulent activities empowers employees and stakeholders to raise concerns without fear of retaliation. We ensure that those who come forward with concerns are protected, safeguarding their rights and promoting ethical conduct across all levels of the business.

RECOGNIZED EXCELLENCE IN CORPORATE GOVERNANCE

Bloomberry continues to demonstrate exceptional corporate governance, earning multiple prestigious accolades throughout this reporting period. These awards affirm the company’s steadfast commitment to sustainability, investor relations, and operational excellence, solidifying its reputation as a leader in the industry.

On April 29, 2024, Bloomberry was honored with the 3G Excellence in Sustainable Practices Award at the 9th Global Good Governance (3G) Awards by Cambridge IFA. Bloomberry’s sustainability framework at Solaire Resort Entertainment City was commended for creating long-term value through customer engagement, workforce development, environmental stewardship, and governance.

At the 14th Asian Excellence Awards in Hong Kong, Bloomberry secured four major accolades, including Best Investor Relations Company for the sixth consecutive year. The event’s theme, Sustainable Asia: Ardor for Green Governance, underscored the growing emphasis on corporate responsibility, a value that Bloomberry continues to uphold through its governance and communications efforts.



Further cementing its industry standing, Bloomberry was ranked in the 2024 Asia (ex-Japan) Executive Team Survey by Institutional Investor Research (II Research). Among the four Philippine companies that made the cut, Bloomberry maintained its position on the Most Honored Company list, a recognition given to firms consistently ranked across multiple categories by market participants.

Solaire Resort Entertainment City also made an impact at the 2024 IAG Academy IR Awards, securing three prestigious titles: Best IR Gaming Floor, Best Regional Asia-Pacific IR, and Best Overall Marketing Program for Bloomberry Resorts Corporation. These awards highlight Solaire’s continued leadership in the integrated resort industry.

On June 18, 2024, Bloomberry achieved another milestone by being ranked 307th in Fortune’s inaugural Southeast Asia 500 list. Among 38 Philippine companies included, Bloomberry recorded US\$861.6 million in revenue, ranking 31st among Philippine businesses—a testament to its strong financial performance and governance.

Recognizing its excellence in investor relations and management, Bloomberry also won three awards at the 2024 FinanceAsia Best Companies Poll. The company was named Asia’s Best Consumer Services Company (Gold), Best Investor Relations in the Philippines (Gold), and Best Managed Company in the Philippines (Bronze).

These achievements underscore Bloomberry’s dedication to corporate governance, transparency, and sustainable business practices. Through consistent recognition across various prestigious platforms, Bloomberry continues to set the benchmark for governance excellence within the industry.

CENTRAL SUPPLY CHAIN MANAGEMENT GRI 3-3, 414-1

We view our suppliers as essential partners in driving sustainability and operational excellence. As we expand with the opening of Solaire Resort North, we have identified an opportunity for growth in our sourcing capabilities by leveraging our demand volume to negotiate lower prices without sacrificing the quality of goods purchased or services received. This new approach targets cost savings and efficient and objective evaluation of vendors offerings.

Supply Chain Management

In 2024, we implemented a central supply chain framework to consolidate operational requirements for both Solaire Resort Entertainment City and Solaire Resort North. As part of this initiative, we conduct in-house vendor assessment and accreditation to ensure compliance with our standards. This approach strengthened our supplier relationships through a transparent and structured contract management system and documentation hub, streamlining contract access across both properties. Our multi-sourcing approach mitigates risks by diversifying suppliers, reducing potential delays or disruptions.

Day-to-day operational demands from both properties are still handled by our seasoned Procurement team embodying the same principles that focus on identifying key needs, selecting the right partners, and implementing purchasing strategies that optimize quality, cost, and efficiency. By fostering close collaboration between our procurement team, vendors, and end-users, we ensure seamless data flow and resource allocation to deliver exceptional products and services.

Supplier Management GRI 204-1

Solaire engaged with 1,088 vendors in 2024, with 963 registered locally, reinforcing our commitment to supporting the domestic economy. To uphold high standards in quality, ethics, and sustainability, we maintain a rigorous pre-qualification process led by our in-house supply chain accreditation team. This vetting ensures all vendors comply with essential criteria, including food safety, workplace ethics, facility standards, human rights, and environmental responsibility. Through this approach, we strengthen our supply chain while fostering responsible business practices.

At Solaire Entertainment City, we conducted a Supplier’s Assembly in February 2024 to align our food and packaging suppliers with ISO 22000:2018 requirements. During this session, we provided partner suppliers with references and guidance on issuing letters of conformity and guarantees, which now incorporate environmental impact considerations alongside food safety.

A second Supplier’s Assembly was held in November 2024, focusing on food safety requirements, corrective and preventive action strategies, and root cause analysis. Additionally, our Hygiene Supervisor and Procurement Director addressed common supplier concerns to ensure alignment. Suppliers were also encouraged to provide feedback through a survey, allowing us to identify areas for improvement and strengthen our collaboration.

To further enhance food safety, we collaborate with key partners such as Diversey Philippines, our cleaning chemical supplier. Diversey conducts monthly training sessions for our kitchen stewards on proper chemical handling and safety. These sessions ensure that the correct chemical concentrations are used and that appropriate chemicals are applied for specific tasks, reducing the risk of cross-contamination.

Additionally, our suppliers now submit Letters of Guarantee with each delivery. These declarations confirm compliance with the Food Safety Act of 2013 and include a commitment to minimizing carbon footprint and climate impact during production.

	2024 (SEC & SN)	2023 (SEC only)	2022 (SEC only)
Total number of suppliers	1,088	899	758
Number of local vendors	963	798	691
Percentage of spending on local suppliers based on purchase orders	71%	79%	70%

Vendor Assessment

To uphold the highest quality and regulatory standards, we conduct annual engagements with our vendors to assess compliance with Solaire’s benchmarks. Our procurement process aligns with government and regulatory mandates, requiring suppliers to secure Department of Labor and Employment Certificates and maintain ISO certifications for Good Manufacturing Practice. Additionally, vendors undergo accreditation based on government environmental standards.

All restaurant food purchases at Solaire meet strict sourcing requirements and carry third-party environmental certifications such as ISO-22000, HACCP, or Dun & Bradstreet accreditation, which will no longer be required starting November 1, 2024. In 2024, a new Vendor Accreditation policy was introduced, requiring the submission of statutory support documents and a financial performance review as criteria for accreditation. To further enhance oversight, we collaborate with independent external assessors to evaluate supplier performance, ensuring consistency in quality, safety, and sustainability.

Suppliers Screening and Assessment GRI 3-3, 308-2

At Solaire, supplier screening and assessment are integral to ensuring product quality, safety, and sustainability. Our rigorous evaluation process includes verifying supplier certifications, conducting site inspections, and assessing environmental impact. As such, Solaire North Laboratory employs the Neogen Petrifilm method for microbiological testing of food, water, and environmental samples. Offering a more sustainable and reliable alternative to conventional testing methods, the Neogen Petrifilm system, with its built-in Sustainability Calculator, allows us to measure and optimize our environmental footprint. In Q4 of 2024 alone, we used 1,493 Petrifilms, resulting in significant sustainability gains: saving 1,706.25 liters of water, reducing solid waste by 48.75 kg, eliminating CO₂ emissions equivalent to a passenger vehicle traveling 1,316.25 km, and conserving enough energy to power 25,220 units of 60W light bulbs for an hour.

Food Sourcing SASB FB-RN-430a.1, FB-RN-430a.2, FB-RN-430a.3

Solaire proactively manages geographic, environmental, and social risks in food sourcing. We implement price lock-ins and maintain diversified supplier relationships to address supply chain disruptions from natural disasters and market fluctuations. Disease outbreaks in the pork and poultry industries necessitate strategic safeguards, while economic uncertainties—such as currency fluctuations and trade restrictions—are mitigated through supplier certifications and government coordination. In 2024, these measures resulted in zero reported supplier-related environmental or social issues.

Strengthening sustainability efforts, Solaire expanded its use of responsibly sourced seafood and participated in the 2024 Sustainable Seafood Summit to identify certified suppliers. A direct partnership with a rice miller ensures a steady supply of freshly milled rice by eliminating intermediaries. In the poultry sector, ongoing government coordination supports sourcing stability, including the recent lifting of the foie gras import ban, which broadens sourcing options while upholding ethical procurement standards.

To ensure food safety, Solaire maintains regular coordination with its designated Meat Inspector to prevent the supply of contaminated meat. Additionally, the team conducts weekly monitoring of the Department of Agriculture’s website for updates on government bans and regulations.

Particular	Total Annual Purchased (A)	Certified Sustainable Source (C)
	2024	2024
Live, Fresh & Frozen Fish and Seafoods (Kilo)	493,081	215,255
Live & Fresh Fish and Seafoods (Piece)	78,492	29,550
Total	571,573	244,805

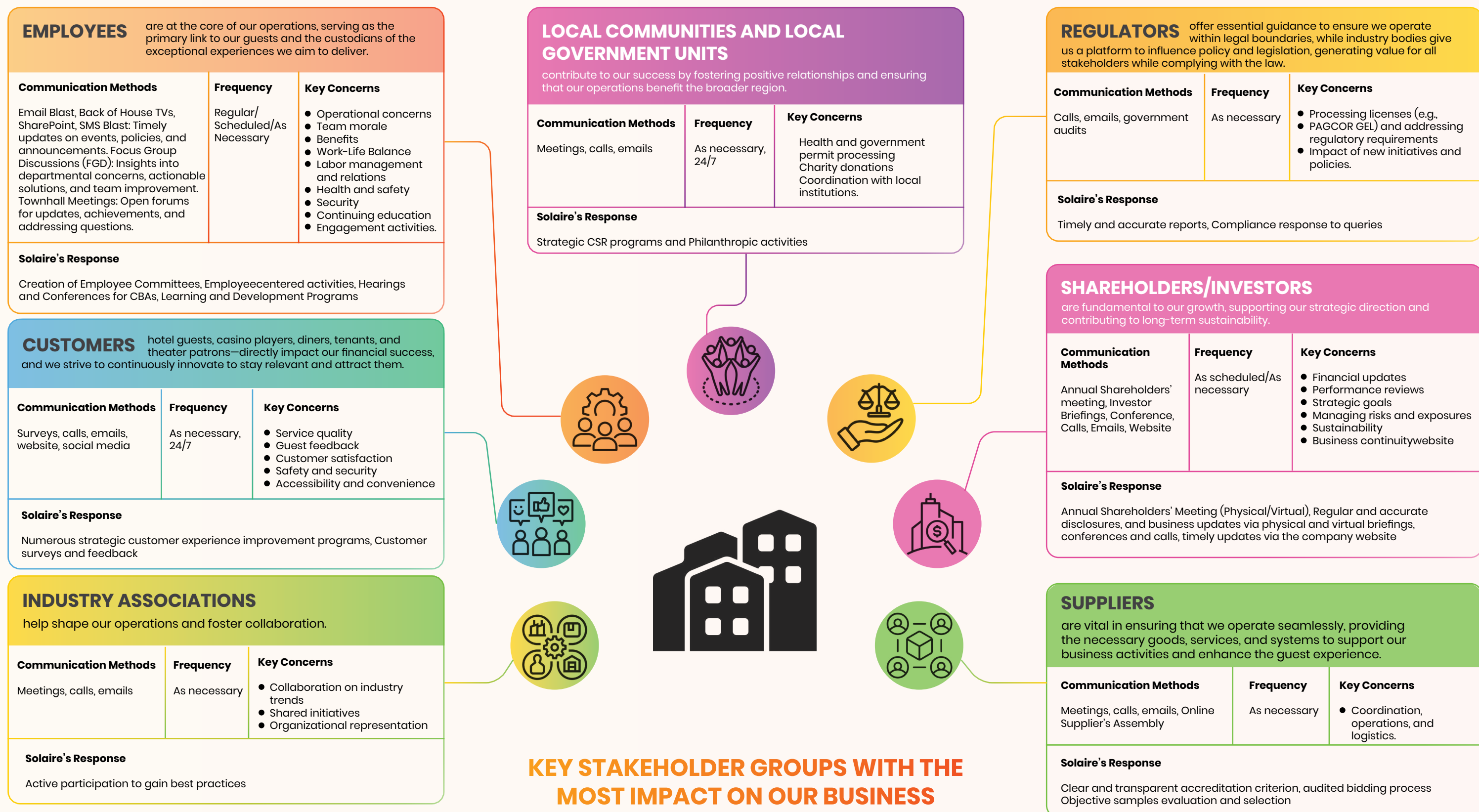
From suppliers with certification of sustainability from the Marine Stewardship Council

ANNEXES

ANNEX A: STAKEHOLDER ENGAGEMENT

GRI 2-16, 2-29

Solaire's engagement strategy addresses immediate operational concerns and reinforces long-term trust and collaboration to address stakeholder concerns. In 2024, Solaire maintained dynamic engagement with its stakeholders, employing various means of communication and addressing specific concerns across groups.



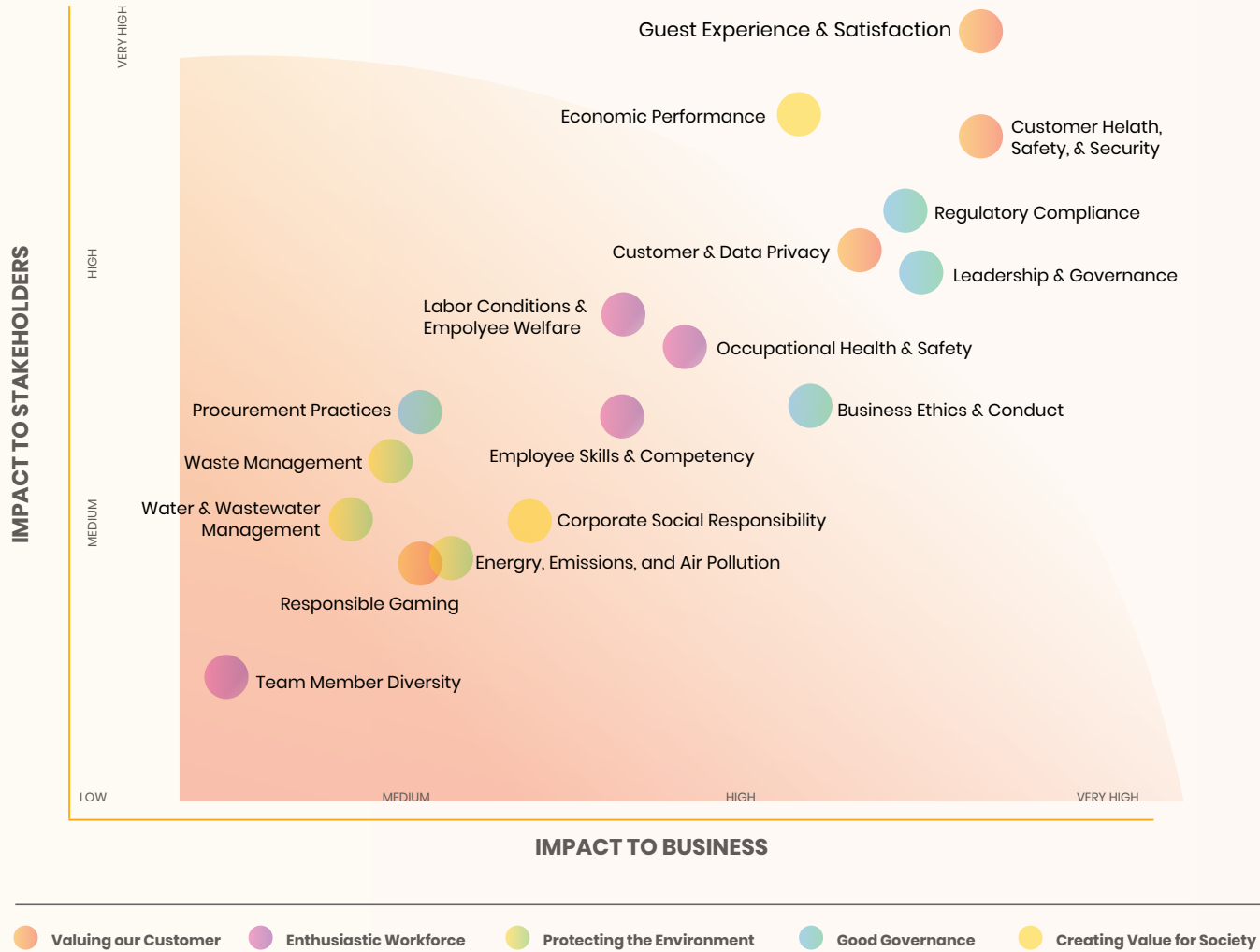
ANNEX B: MATERIALITY ASSESSMENT GRI 3-1, 3-2

Every year, we review the material topics highlighted in our sustainability reports. These topics, vital to the long-term sustainability of our operations, guide our interactions with stakeholders and shape our broader impacts. In our annual materiality assessment, we adopt the principles of double materiality, assessing how economic, environmental, social, and governance (EESG) issues influence our financial performance (financial materiality) and how our operations affect the economy, environment, and society (impact materiality).

To enhance our methodology, Bloomberry’s and Solaire’s management teams and worked closely with various team members. Selected for their industry expertise, operational knowledge, and representation of different stakeholder perspectives, this group played a key role in identifying and prioritizing material issues.

We further refined our approach by introducing a ranking system for stakeholder groups to balance our assessment of financial and non-financial impacts. This system provides a more nuanced understanding of stakeholder expectations, aligning our sustainability efforts with business goals and broader societal responsibilities.

SOLAIRE MATERIALITY ASSESSMENT 2024



ANNEX C: THREE-YEAR DATA

Guest Experience & Satisfaction

HOTEL AND F&B METRICS	2024 SEC and SN	2023 SEC only	2022 SEC only
Number of available room nights	366,652	289,445	289,445
Room Nights ¹	258,821	237,253	155,431
Occupancy rate ¹	68%	80%	54%
Local checked-in guests	59%	50%	62%
International checked-in guests	41%	50%	38%
F&B Covers (Solaire-owned F&B Outlets and Restaurants)	3,022,224	2,081,107	1,653,974

¹ Room nights and Occupancy rate reported pertain to third-party paying guests. This excludes house-use or complimentary use of the room for business purposes.

Customer Health, Safety, and Security

Incidents of non-compliance concerning health and safety in Solaire Resort Entertainment City

INDICATORS	2024	2023	2022
Incidents of non-compliance concerning health and safety			
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period			
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
Incidents of non-compliance with regulations resulting in a warning			
Incidents of non-compliance with voluntary codes			
Total number of valid food-borne illness complaints			
Number of complaints regarding accidents			
Number of complaints regarding foreign matter in food	69 ¹	56	34

¹ Solaire Resort Entertainment City and Solaire Resort North

Occupational Health and Safety

Work-Related Accidents GRI 403-9

	2024 SEC only	2023 SEC only	2022 SEC only
Total Working Hours	14,406,912	14,031,537	10,686,281
Total Safe Man Hours	6,344,310	2,958,028	942,270
Number of Fatality Cases	0	0	0
Fatality Rate	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0
Number of recordable work-related injuries	28	44	59
Incident Rate Rate of recordable work-related injuries	1.53	2.21	3.65
Main types of work-related injury	Superficial Injuries	Superficial Injuries	Sprains and Strains

Type of incident	Number of Incidents		
	2024 SEC only	2023 SEC only	2022 SEC only
Falls of person from same level	23	23	24
Struck by falling objects	3	9	13
Struck by falling objects (not elsewhere classified)	2	1	1
Striking against stationary objects	12	18	15
Striking against moving objects	7	10	1
Struck by moving objects (including flying fragments and excluding falling objects particles)	2	9	24
Caught in an object	4	7	3
Caught between a stationary object and a moving object	5	16	11
Overexertion in lifting objects	0	1	4
Exposure to heat (atmosphere or environment)	2	1	1
Contact with hot substances or objects	11	16	16
Falls of person from heights	0	3	2
Contact by inhalation, ingestion or absorption of harmful substances	4	5	8
Other types of accident, not elsewhere classified	19	9	6
Strenuous movements	0	0	2
Overexertion in pushing or pulling objects	1	0	1
Exposure to or contact with electric current	0	0	1
Exposure to radiations other than ionizing radiations	0	0	1
Occupational Illness	0	1	1
Caught in or between objects	3	1	0

Employee Skills & Competency

Training GRI 404-1

ALL EMPLOYEES	2024 SEC and SN	2023 SEC only	2023 SEC only
Total Training Hours	688,398	270,466	147,580
Employee Headcount	10,395	6,772	5,751
Average hours of training per employee	67	39.94	25.66

BY POSITION	2024 SEC and SN			2023 SEC only			2022 SEC only		
	Total Training Hours	Employee Headcount	Average hours of training	Total Training Hours	Employee Headcount	Average hours of training	Total Training Hours	Employee Headcount	Average hours of training
Top Management	392	113	3	99	103	1	1,132	100	11
Managers (Senior and Middle Management)	29,080	1,047	28	16,888	718	24	19,035	620	31
Supervisors	75,378	2,397	31	38,275	1,525	25	34,367	1,262	27
Rank & File	583,550	6,813	86	215,205	4,426	49	93,046	3,769	25
TOTAL FOR ALL EMPLOYEES	688,398	10,395	67	270,467	6,772	39.94	147,580	5,751	25.66

Procurement Practices

Particular	Total Annual Purchased (A)			Certified Sustainable Source (C)		
	2024 SN and SEC	2023 SEC only	2023 SEC only	2024 SN and SEC	2023 SEC only	2023 SEC only
Live, Fresh & Frozen Fish and Seafoods (Kilo)	493,081	528,974	390,449	215,255	247,363	134,624
Live & Fresh Fish and Seafoods (Piece)	78,492	63,167	66,924	29,550	17,143	19,395
Total	571,573	592,141	457,373	244,805	264,506	154,019

From suppliers with certification of sustainability from the Marine Stewardship Council

Waste Management

Waste GRI 306-3, 306-4, 306-5

Volume in Metric Tons	2024 SN and SEC	2023 SEC only	2022 SEC only
Hazardous waste generated and transported	637	333	326
Non-Hazardous waste generated	4,090	3,046	2,863
Waste Composted	575 ²	537	580
Waste Recycled ¹	501	122	65
Waste Landfilled ¹	2,651	1,894	1,741
Waste Downcycled ³	599	493	477

¹ Non-hazardous waste generated and transported by accredited waste management facility

² Waste Composted includes both hazardous waste from Solaire Resort North and non-hazardous waste from Solaire Resort Entertainment City.

³ Shredded Cards are used for alternative fuel.

Hazardous Waste in MT

Type of Hazardous Waste	2024 SEC & SN	2023 SEC only	2022 SEC only
Used batteries	39	17	1
Solvent Based	1	1	1
Halogenated Organic Solvents	1	0.4	0.6
Non-halogenated Solvents	2	1	6
Grease Trap Wastes	452	258	211
Industrial Oil	1	3	7
Vegetable Oil	49	30	55
Oil Contaminated Materials	75	1	1
Contaminated Containers	1	2	3
Pathological or Infectious Wastes	2	8	29
Waste Electrical and Electronic Equipment (WEEE)	14	11	13

Energy, Emissions, and Air Pollution

Energy Consumption

Energy Type	Activity	2024 (SEC & SN)	2023 (SEC only)	2022 (SEC only)
Gasoline (L)	Vehicles 	274,225	160,705	151,124
LPG (L)	Kitchen Operations 	1,418,429	1,128,017	1,060,840
Diesel (L)	Generator Sets 	1,725,798	29,640	12,022
	Boiler Operations 		1,632,753	1,585,116
	Vehicles 	305,031	208,536	129,205
TOTAL		3,723,483	3,159,651	2,938,307
Purchased Electricity	Total Purchased Electricity in MWh	172,671.74	117,383	114,457

Energy Consumption in Giga Joules

GRI 2-4, 302-1, 302-3, 302-4, SASB SV-HL-130a.1

Energy Type	2024	2023	2022
Diesel Conversion Factor: 0.0366 	74,349	68,495	63,201
Gasoline Conversion Factor: 0.0330 	9,058	5,308	4,992
LPG Conversion Factor: 0.0246 	34,922	40,544	36,970
Electricity Conversion Factor: 0.0036 	621,618	422,579	412,045
Total Energy Consumption	739,946	536,925	517,208
Energy Intensity (GJ/sqm) ¹	1.21	1.39	1.34

Conversion Factors to GJ are based on the Sustainable Energy Authority of Ireland.

¹GJ/sqm – Gigajoules per square meter

GHG Emissions (tonnes CO₂e) GRI 2-4, 305-1, 305-2, 305-4, 305-5

GHG Emissions		2024 SEC & SN	2023 ¹ SEC only	2022 ² SEC only
Scope 1		8,626	7,574	7,675
Diesel <i>Conversion Factor: 2.910</i>		5,910	5,444	5,024
Gasoline <i>Conversion Factor: 2.228</i>		627	368	346
LPG <i>Conversion Factor: 1.473</i>		2,089	1,662	2,212
Scope 2		119,747.85	81,405 ³	79,376 ⁴
Total Emissions		128,374	88,979	87,051
Emissions Intensity (tCO ₂ /sqm)		0.21	0.234	0.227

¹ Figures are restated according to the 2024 updates on Fuel Emission Factors from the Greenhouse Gas Protocol for comparison
² Figures are restated according to the 2024 updates on Fuel Emission Factors from the Greenhouse Gas Protocol for comparison
^{3 & 4} Figures restated according to the DOE 2019–2021 National Grid Emission Factor

Air Emissions

Solaire Entertainment City Air Emissions in mg/Ncm				
Emission Type	Activity	2024	2023	2022
NOx	Hot Water Boiler Operation ¹	127.33	N/A	135.33
CO		143.00	N/A	2.00
PM		2.67	N/A	17.00
NOx	Steam Boiler Operation	351.67	63.60	95.67
CO		169.67	29.80	2.93
PM	Stand-by Generator Set	2.67	2.43	3.33
NOx		396.50	155.39	314.73
CO		88.81	39.38	37.20

¹Hot Water Boilers are tested every other year

Water and Wastewater Management

Water Consumption and Wastewater Management (in cubic meters)

GRI 303-3, 303-4, 303-5, SV-HL-140a.1, FB-RN-150a.1

Activity	2024 SEC & SN	2023 SEC only	2022 SEC only
Water Withdrawal ¹	1,456,901	1,006,486	881,125
Water Discharge	1,217,005	526,138	510,829
Water Consumption	754,684	490,348	370,296
Water Recycled and Reuse ²	14	57	50

¹ Solaire Entertainment City includes withdrawal from third-party water and seawater sources. However, the SEC’s SWRO Plant was decommissioned in 2024 due to inefficiencies.
² Estimated daily average recycled for watering plants

Team Member Diversity

TOTAL NUMBER OF EMPLOYEES	2024 SEC and SN		2023 SEC only		2022 SEC only	
	Female	Male	Female	Male	Female	Male
	4,551	5,844	2,910	3,862	2,457	3,294
	10,395		6,772		5,751	
BY EMPLOYEE CONTRACT	Female	Male	Female	Male	Female	Male
Permanent	4,549	5,844	2,908	3,862	2,432	3,261
Temporary	2	0	2	0	25	33
BY AGE GROUP	Female	Male	Female	Male	Female	Male
< 30 years old	2,521	2,192	1,411	1,237	1,054	901
30–50 years old	1,919	3,310	1,403	2,371	1,324	2,176
< 30 years old	111	342	96	254	79	217

BY EMPLOYEE POSITION	Top Management		Sr. Management		Middle Management		Supervisors		Rank & File	
2024 SEC and SN	121		159		898		2,389		6,819	
	38	83	69	90	406	492	1,113	1,285	2,925	3,894
2023 SEC only	103		125		593		1,525		4,426	
	31	72	55	79	278	315	713	812	1,833	2,593
2022 SEC only	100		98		522		1,262		3,769	
	27	73	38	60	247	275	622	640	1,523	2,246

New Hires

GRI 401-1

NEW EMPLOYEE HIRES	Female			Male			TOTAL	New Hire Rate
	<30 years old	30-50 years old	>50 years old	<30 years old	30-50 years old	>50 years old		
2024 SEC and SN	1,608	541	12	1,378	1,112	65	4,716	45.37%
2023 SEC only	810	185	7	720	403	20	2,145	31.67%
2022 SEC only	640	270	2	585	487	17	2,001	34.79%

Employee Turnover

GRI 401-1

EMPLOYEE TURNOVER (SEPARATIONS)	Female			Male			TOTAL	Turnover Rate
	<30 years old	30-50 years old	>50 years old	<30 years old	30-50 years old	>50 years old		
2024 SEC and SN	455	258	15	357	371	24	1,480	14.24%
2023 SEC only	303	220	5	206	337	10	1,081	15.96%
2022 SEC only	293	198	3	219	304	17	1,034	17.97%



GRI CONTENT INDEX

Statement of use		Bloomberry Resorts Corporation has reported in accordance with the GRI Standards for the period January 1, 2024 to December 31, 2024.	
GRI 1 used		GRI 1: Foundation 2021	
Applicable GRI Sector Standard(s)		None	

DISCLOSURE	TOPIC	PAGE NUMBER AND/ OR DIRECT ANSWER	OMISSION	
			REASON	EXPLANATION
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	10-17		
	2-2 Entities included in the organization's sustainability reporting	5		
	2-3 Reporting period, frequency and contact point	4		
	2-4 Restatements of information	68, 107		
	2-5 External assurance		Information unavailable	No external assurance
	2-6 Activities, value chain and other business relationships	10-17		
	2-7 Employees	44-45		
	2-8 Workers who are not employees		Information unavailable	Collection of this information has not been initiated
	2-9 Governance structure and composition	88-89		
	2-10 Nomination and selection of the highest governance body	89		
	2-11 Chair of the highest governance body	88		
	2-12 Role of the highest governance body in overseeing the management of impacts	88-89		
	2-13 Delegation of responsibility for managing impacts	88-89		
	2-14 Role of the highest governance body in sustainability reporting	88-89		
	2-15 Conflicts of interest	91		
	2-16 Communication of critical concerns	94, 100		
	2-17 Collective knowledge of the highest governance body	88-89		
	2-18 Evaluation of the performance of the highest governance body		Required disclosure is disclosed in SEC Form 17-A	
	2-19 Remuneration policies		Required disclosure is disclosed in SEC Form 17-A	
	2-20 Process to determine remuneration		Required disclosure is disclosed in SEC Form 17-A	
	2-21 Annual total compensation ratio		Required disclosure is disclosed in SEC Form 17-A	Confidentiality constraints
	2-22 Statement on sustainable development strategy	8, 20		
	2-23 Policy commitments	11		
	2-24 Embedding policy commitments		Information unavailable	Company has not signed policy commitments in relation to ESG.

DISCLOSURE	TOPIC	PAGE NUMBER AND/OR DIRECT ANSWER	OMISSION	
			REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	53, 94		
	2-26 Mechanisms for seeking advice and raising concerns	52, 94		
	2-27 Compliance with laws and regulations	64, 91-94		
	2-28 Membership associations	11		
	2-29 Approach to stakeholder engagement	100		
	2-30 Collective bargaining agreements	53		
Material Topics				
GRI 3: Material Topics 202	3-1 Process to determine material topics	102		
	3-2 List of material topics	102		
Economic performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	78		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	78		
	201-2 Financial implications and other risks and opportunities due to climate change	64		
	201-3 Defined benefit plan obligations and other retirement plans	47		
Market presence				
GRI 3: Material Topics 2021	3-3 Management of material topics	44		
GRI 3: Material Topics 2021	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	48		
	202-2 Proportion of senior management hired from the local community	45, 88		
Indirect economic impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics	80-85		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	80-85		
	203-2 Significant indirect economic impacts	80-85		
Procurement practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	96		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	96		
Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	91		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	91		
	205-2 Communication and training about anti-corruption policies and procedures	91		
	205-3 Confirmed incidents of corruption and actions taken	91		

DISCLOSURE	TOPIC	PAGE NUMBER AND/ OR DIRECT ANSWER	OMISSION	
			REASON	EXPLANATION
Anti-competitive behavior				
GRI 3: Material Topics 2021	3-3 Management of material topics	94		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	94		
Tax				
GRI 3: Material Topics 2021	3-3 Management of material topics	79		
GRI 207: Tax 2019	207-1 Approach to tax	79		
	207-2 Tax governance, control, and risk management	79		
	207-3 Stakeholder engagement and management of concerns related to tax		Confidentiality constraints	Company actively communicates with tax authorities relating to compliance with tax matters but would not want to compromise results of ongoing tax assessments.
	207-4 Country-by-country reporting	79		
Materials				
GRI 3: Material Topics 2021	3-3 Management of material topics	75		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	75		
	301-2 Recycled input materials used	75		
	301-3 Reclaimed products and their packaging materials	75		
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	65-66		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	68		
	302-2 Energy consumption outside of the organization		Information unavailable	Collection of this information has not been initiated
	302-3 Energy intensity	68		
	302-4 Reduction of energy consumption	107		
	302-5 Reductions in energy requirements of products and services		Information unavailable	Collection of this information has not been initiated
Water and effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	70-72		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	70-72		
	303-2 Management of water discharge-related impacts	70-72		
	303-3 Water withdrawal	70, 109		
	303-4 Water discharge	70, 109		
	303-5 Water consumption	70, 109		

DISCLOSURE	TOPIC	PAGE NUMBER AND/ OR DIRECT ANSWER	OMISSION	
			REASON	EXPLANATION
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	69		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	68, 108		
	305-2 Energy indirect (Scope 2) GHG emissions	68, 108		
	305-3 Energy indirect (Scope 3) GHG emissions		Information unavailable	Collection of this information has not been initiated
	305-4 GHG emissions intensity	68, 108		
	305-5 Reduction of GHG emissions	108		
	305-6 Emissions of ozone-depleting substances (ODS)		Information unavailable	Collection of this information has not been initiated
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	69		
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	73-74		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	73-74		
	306-2 Management of significant waste-related impacts	73-74		
	306-3 Waste generated	74, 106		
	306-4 Waste diverted from disposal	74, 106		
	306-5 Waste directed to disposal	74, 106		
Supplier environmental assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	97		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		Information unavailable	Collection of this information has not been initiated
	308-2 Negative environmental impacts in the supply chain and actions taken	97		
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	44		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	46, 110		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	48		
	401-3 Parental leave	48		
Labor management relations				
GRI 3: Material Topics 2021	3-3 Management of material topics	53		
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	53		
Occupational health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	56-61		

DISCLOSURE	TOPIC	PAGE NUMBER AND/OR DIRECT ANSWER	OMISSION	
			REASON	EXPLANATION
Occupational health and safety				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	56-61		
	403-2 Hazard identification, risk assessment, and incident investigation	57		
	403-3 Occupational health services	60-61		
	403-4 Worker participation, consultation, and communication on occupational health and safety	59		
	403-5 Worker training on occupational health and safety	60		
	403-6 Promotion of worker health	56		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	59-61		
	403-8 Workers covered by an occupational health and safety management system	56		
	403-9 Work-related injuries	58, 104		
	403-10 Work-related ill health			There were no work-related ill-health reported
Training and education				
GRI 3: Material Topics 2021	3-3 Management of material topics	49, 60		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	50, 105		
	404-2 Programs for upgrading employee skills and transition assistance programs	49		
	404-3 Percentage of employees receiving regular performance and career development reviews	51		
Diversity and equal opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	44, 88		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	88		
	405-2 Ratio of basic salary and remuneration of women to men	48		
Non-discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	94		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	94		
Freedom of association and collective bargaining				
GRI 3: Material Topics 2021	3-3 Management of material topics	53		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	53		
Child labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	94		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	94		

DISCLOSURE	TOPIC	PAGE NUMBER AND/OR DIRECT ANSWER	OMISSION	
			REASON	EXPLANATION
Forced or compulsory labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	94		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	94		
Security practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	29		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	29		
Rights of indigenous peoples				
GRI 3: Material Topics 2021	3-3 Management of material topics	94		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	94		
Local communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	80-85		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	80-85		
	413-2 Operations with significant actual and potential negative impacts on local communities	80-85		
Supplier social assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	96-97		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	96-97		
	414-2 Negative social impacts in the supply chain and actions taken			No negative social impacts in the supply chain
Public policy				
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Not applicable	Company has not participated in public policy development and lobbying
GRI 415: Public Policy 2016	415-1 Political contributions	-	Not applicable	
Customer health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	33-38		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	33-38		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	39		

DISCLOSURE	TOPIC	PAGE NUMBER AND/OR DIRECT ANSWER	OMISSION	
			REASON	EXPLANATION
Marketing and labeling				
GRI 3: Material Topics 2021	3-3 Management of material topics	33		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	33		
	417-2 Incidents of non-compliance concerning product and service information and labeling			No incidents were reported in 2024
	417-3 Incidents of non-compliance concerning marketing communications			No incidents were reported in 2024
Customer privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics	30		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data			There were no reports of data breach for 2024

SASB CONTENT INDEX

DISCLOSURE	STANDARD	TOPIC	PAGE NUMBER AND/OR DIRECT ANSWER
HOTELS & LODGING			
Profile	SV-HL-000.A	Number of available room-nights	27
	SV-HL-000.B	Average occupancy rate	27
	SV-HL-000.C	Total area of lodging facilities	12-14
	SV-HL-000.D	Number of lodging facilities and the percentage that are: (1) managed, (2) owned and leased, (3) franchised	12-14
Energy Management	SV-HL-130a.1	(1) Total energy consumed	68, 107
		(2) percentage grid electricity	100%
		(3) percentage renewable	0%
Water Management	SV-HL-140a.1	(1) Total water withdrawn	70, 109
Ecological Impacts	SV-HL-160a.1	Number of lodging facilities located in 100-year flood zones	There are no lodging facilities within areas with potential ecological impacts.

DISCLOSURE	STANDARD	TOPIC	PAGE NUMBER AND/OR DIRECT ANSWER
HOTELS & LODGING			
Labor Practices	SV-HL-310a.1	Voluntary and; involuntary turnover rate for lodging facility employees	46, 110
	SV-HL-310a.2	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	94
	SV-HL-310a.3	Average hourly wage and; percentage of lodging facility employees earning minimim wage, by region	48
	SV-HL-310a.4	Description of policies and programs to prevent worker harassment	94
Climate Change Adaptation	SV-HL-450a.1	Number of lodging facilities located in 100-year flood zones	There are no lodging facilities within areas with potential ecological impacts.
RESTAURANTS			
Food and packaging Waste Management	FB-RN-150a.1	(1) Total amount of waste, (2) percentage food waste, and (3) percentage diverted	74, 109
	FB-RN-150a.2	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	75
Food Safety	FB-RN-250a.1	(1) Percentage of restaurants inspected by a food safety oversight body, (2) percentage receiving critical violations	33
Food Sourcing	FB-RN-430a.1	Percentage of food purchased that (1) meets environmental and social sourcing standards, and (2) is certified to third-party environmental or social standards	97
	FB-RN-430a.2	Percentage of (1) eggs that originated from a cage-free environment and (2) pork that was produced without the use of gestation crates	97
	FB-RN-430a.3	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	97

