



SOLAIRE

UNITED IN RESILIENCE

SUSTAINABILITY REPORT 2020



ABOUT THE REPORT

102-45, 102-50, 102-51, 102-52, 102-53, 102-54

United in Resilience is the theme of Solaire Resort and Casino's ("Solaire") 2020 Economic, Environmental, Social, and Governance (EESG) Report. Solaire is owned and operated by Sureste Properties Inc. (Sureste), and Bloomberry Resorts and Hotels Inc. (BRHI) - both subsidiaries of Bloomberry Resorts Corporation (Bloomberry).

Since its first report in 2019, Solaire continues to provide an annual published summary of Solaire's triple bottom line performance for the year. This report, covering January 1 to December 31, 2020, accounts for Solaire's operations in the Philippines — from the company's gaming and resort operations to its retail and performing arts platforms. It also includes actions that were taken during the natural calamities in 2020, including the Taal eruption and the COVID-19 Pandemic.

This report builds on Solaire's sustainability journey in showing how the company moves forward with its

business and profit interests while keeping in mind its responsibilities to its customers, employees, society and the environment. The company's efforts toward ethical business practices in its value chain are similarly presented in this publication. The reporting framework prescribed in the Global Reporting Initiative (GRI) Standards: Core option is applied throughout this publication, along with the Hotel & Lodging, Casino & Gaming, and Restaurants Standards from the Sustainability Accounting Standards Board (SASB). The report also builds on the initial alignments of Solaire's operations with the UN Sustainable Development Goals (SDGs). The complete list of GRI material topics and its boundaries are presented in pages 16-20. These disclosure levels are detailed in the GRI Index at the end of this report (page 59). The company encourages its stakeholders to send their feedback and queries through the Investor Relations Office (investorrelations@solaireresort.com).



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

Experience Luxury. Experience Sustainability.

Coverage: 2019

Published: 2020

Standards Coverage: GRI

Coverage in Operations: Solaire Resort and Casino's Hotel Operations, Food and Beverage, Human Relations, Security, Engineering, Finance, Corporate Governance

Strategic Areas of Sustainability: Creating Value for Society, Enthusiastic Workforce, Valuing our Customers, Protecting the Environment, Good Governance



Solaire 2020 Sustainability Report

United in Resilience

Coverage: 2020

Published: 2021

Standards Coverage: GRI, SASB

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2020 KEY METRICS

PERFORMANCE HIGHLIGHTS

Valuing Our Customers



LAUNCHED
**S.A.F.E.
HABITS**

campaign for
Hotel Customers and Guests

**SHARECARE
HEALTH
SECURITY
VERIFIED™**

with Forbes Travel
Guide



VERIFIED®
with Forbes TRAVEL GUIDE™



0 COMPLAINTS

valid food borne
illnesses and food
poisoning

Enthusiastic
Workforce



EMPLOYEES



5,158

TOTAL NUMBER

Launched the first-ever



**PROJECT GOAL
VIRTUAL
TRAINING**

for Team Members

Launch of the
**SIKAT
AWARDS**

Protecting the Environment



LAUNCHED
**PROJECT
SAVE**

for Responsible Consumption



TOTAL REDUCTION

48,796

Gigajoules Energy Consumption

TOTAL REDUCTION

6,254

tonnes CO₂e Emissions



Creating Value for the Society



**BCFI
DONATIONS**

**P872
MILLION**

Good Governance



**FIRST VIRTUAL
ANNUAL
STOCKHOLDERS
MEETING
in June 2020**



Letter from the Chairman

102-14

Dear Fellow Stakeholders,

The year 2020 will undoubtedly live down in history as one of the most pivotal and challenging years of the 21st century.

Solaire was not spared from the various adverse impacts wrought by the pandemic. Last March 2020, we complied with the casino closure directive PAGCOR issued in-line with the Philippine Government's community quarantine initiative. Our casino, the single largest economic contributor to our business, was fully shut down from March 16, 2020 to mid-June, ultimately damaging our profitability. Only the hotel and selected F&B outlets were left open and ran on a skeletal on-site workforce to cater to long-stay guests and individuals stranded amid the quarantine and strict travel bans.

While we gradually—and carefully—reopened parts of Solaire from late-June. Our financial performance for 2020 undeniably reflects this unprecedented and challenging business environment. Our domestic gross gaming revenue (GGR) amounted to P22.6 billion, representing a marked decrease of 62% from our P59.8 billion GGR in 2019. Our Philippine business recorded a consolidated net loss of P7.2 billion, a decline from our net profit figure of P10.8 billion in 2019.

Despite the challenges this pandemic has brought upon millions of our countrymen and thousands of businesses, we cannot deny that it has also provided us extraordinary opportunities to innovate within the spaces of health and of safety, find inventive ways of doing business, and unlock opportunities as a sustainable and forward-thinking leisure and entertainment institution.

We publish this Sustainability Report to provide its readers— our customers, team members, investors, bankers, suppliers, and community partners — with a detailed account of all our sustainability initiatives for the year 2020.

Maintaining Excellence

The well-being of guests and team members has always been part of our sustainability agenda. However, business continuity during the pandemic entailed the enhancement of Solaire's safety protocols covering all areas of the business— from the casino, the hotel, the restaurants, and the Shoppes, including all back-of-house and front-of-house operations. Our efforts earned Solaire the Forbes Travel Guide's Sharecare VERIFIED® badge of distinction for health security – a distinction given to only to a handful of Forbes-recognized properties with high regard for excellence, safety, and security.

Property-wide sanitization protocols were intensified by increasing the frequency of cleaning and deploying the latest disinfection technologies to achieve high safety levels on a sustained basis. We also conducted routine RT-PCR tests among all our team members and provided testing services to all our guests. These investments, amounting to over P400 million, are testaments to Solaire's commitment to safety, as we cement our position as the gold standard for hygiene and sanitation in our industry.

In Good and Bad Times: Helping our Communities

The current situation has not stopped us from reaching out and supporting communities. Amid the pandemic, we have donated over P850 million to various agencies and institutions in the form of medical supplies, personal protective equipment, quarantine and treatment facilities, and relief goods and supplies.

Channeled through our social responsibility arm, the Bloomberry Cultural Foundation Inc., these philanthropic donations and healthcare interventions included the 600-bed Solaire-PAGCOR Mega Quarantine Facility, which was completed in cooperation with Prime BMD and turned over to the Inter-Agency Task Force for the Management of Emerging Infectious Diseases (IATF) in September.

To more directly address the spread of the virus, Bloomberry is actively aiding the government in procuring vaccines for delivery by mid-2021. Bloomberry along with its sister company ICTSI have participated in two of the most advanced private sector-assisted vaccination procurement programs to date, particularly for bringing in three million doses of the Oxford-AstraZeneca vaccine and an estimated 20 million doses of the Moderna COVID-19 vaccine. The group has committed 50% of its 300,000 purchased Oxford-AstraZeneca doses to the Philippine Government, while negotiations for the procurement of Moderna vaccines are in the advanced stages.

Outside of our pandemic-related efforts, it is worth noting the spirit of volunteerism that thrived among our talented team members during the less highlighted eruption of Taal volcano in early January. We distributed over P25 million in assistance to thousands of families in Batangas and Cavite who were made homeless by the eruption. Moreover, Solaire team members volunteered alongside the Philippine Army, Navy, and Police in repacking 11,000 sets of relief goods. BCFI and Solaire Cares teams also contributed to disaster relief operations for communities affected by typhoons that hit the country in the last few months of the year through repacking of relief goods.

Adaptability and Sustainable Recovery

The concerns of business become secondary during a widespread healthcare crisis or natural calamity. No business can thrive in a prolonged pandemic, or a deteriorating environment, or an unstable climate. We need to adapt to the current situation and find innovative solutions to the critical challenges affecting society and sustainable business recovery.

Solaire joins the chorus of global corporate champions who are putting sustainability into the core of their operations and growth plans. While the adverse effects of the pandemic on our business are temporary, our commitment to sustainability and its accoutrements— good governance, ethics, the environment, human rights, anti-corruption and anti-money laundering,

Enrique K. Razon, Jr.
Chairman of the Board and
Chief Executive Officer

COMPANY PROFILE

Solaire is the Philippines' first premium luxury hotel and gaming resort at Entertainment City. Since opening to the public in March 2013, Solaire has been ranked by Forbes, Trip Advisor, and G2E Asia as one of the best Asian integrated gaming resorts. Bloomberry Resorts Corporation owns Solaire through its subsidiaries Sureste Properties Inc. (Sureste) and Bloomberry Resorts and Hotels Inc. (BRHI).





Bloomberg Resorts Corporation

Bloomberg Resorts Corporation ("Bloomberg") is a publicly-listed holding company registered with the Philippine Securities and Exchange Commission (SEC) on May 3, 1999. Its shares of stock are traded in the Philippine Stock Exchange (PSE) under the ticker BLOOM.

The company's headquarters is located at The Executive Offices, Solaire Resort & Casino, 1 ASEAN Avenue, Entertainment City, Barangay Tambo, Parañaque City.

Bloomberg is a holding company with interests in other corporations. The company's primary purpose is to subscribe, hold, or dispose of stocks or other securities of any corporation, including those engaged in developing tourist facilities, casino entertainment, and luxury resort and hotel projects.

As of December 31, 2020, Prime Strategic Holdings, Inc. (PSHI, formerly Prime Metroline Holdings, Inc.) is the group's ultimate parent company. Bloomberg's subsidiaries include Sureste, BRHI, Bloomberg Cruise Terminals, Inc., Bloomberg Resorts Japan, Inc., Bloom Capital B.V., Solaire Korea and its subsidiaries, Golden & Luxury Co. Ltd., and Muui Agricultural Corporation.



Solaire Resort & Casino is a premium luxury entertainment estate. It is the first integrated resort in Manila's Entertainment City, a special PAGCOR-sponsored zone created for large-scale, private-sector integrated resorts.

Solaire is Bloomberg's flagship property, which it owns and operates through BRHI and Sureste. BRHI is one of four licensees in Entertainment City. As the license holder, BRHI owns and operates the casino, while Sureste owns and operates the hotel and non-gaming businesses.

The Solaire complex spans 8.3 hectares and stands on 16 hectares of land along ASEAN Avenue in Entertainment City. It is one of the most popular gaming and tourism destinations in the Philippines.

Solaire's facilities and distinct brand of elegance and warm Filipino hospitality have elevated the way people view casinos in the Philippines. The Solaire complex offers 800 luxurious resort-style accommodations in two distinctive towers, extensive dining options, impressive gaming facilities, and a state of the art lyric theatre.

The casino resort is only a few kilometers away from the Makati and BGC business districts and the rich heritage districts of Intramuros and Binondo (Chinatown) in downtown Manila.

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KEY FEATURES

Total Owned Land Area
163,244 sqm

Total Built Area
92,585 sqm

Total Floor Area
270,000 sqm

Total Gaming Area
29,000 sqm

Hotel Rooms
488 - Bay Tower
312 - Sky Tower

F&B Outlets
29 (Includes F&B concessionaires)

Car Parking Spaces
5,004

OTHER NON-GAMING AMENITIES

The Forum
1,000 sqm of meeting spaces

The Theater
1,760 seat performances theater

The Macallan Whisky & Cigar Bar

The International KTV Bar

The Shoppes
10,000 sqm GFA high-end retail

Baccarat Room and Bar

The Tent
2,500 sqm Event Space

Sky Range



The Shoppes at Solaire

Currently operating with limited capacity due to prevailing quarantine restrictions.





INTEGRATED RESORT

Solaire Resort and Casino

Sky Tower

Sky Studio, Prestige Suite Sky, Signature Suite, Sky Suite, Presidential Suite, Chairman's Suite, Chairman's Villa

Bay Tower

Deluxe Room, Grand Deluxe, Bay Club Room, Premiere Suite, Prestige Suite Bay, Grand Suite, Bayside Villa

Casino

Mass Table Games, Slot Machines, Electronic Table Games, VIP/Premium Players



CASUAL DINING

- Waterside**
Latin Inspired Cuisine
- Lucky Noodles**
Asian
- Fresh**
International Buffet
- Solaire Foodcourt**
Food Court
- Oasis Garden Café**
Various Snacks
- Solaire Pool Bar and Grill**
Bar and Kiosk
- The Patisserie**
French Bakery and Pastries

FINE DINING

- Finestra Italian Steakhouse**
Steak Experience
- Yakumi**
Japanese Cuisine
- Red Lantern**
Chinese Cuisine



VENUES

- Poolside**
- The Theatre @ Solaire**
- The Forums**
- The Tent at Solaire**

BARS

- Dragon Bar**
- Baccarat Room and Bar**

VIP EXCLUSIVE

- House of Zhou**
- The Macallan Whisky Bar**
- The Sky Range**





OUR GUIDING PRINCIPLES

A strong set of principles and values is at the heart of Solaire. Our official corporate values have a bias for action and results. Solaire's values shape how we grow our business and define the winning attributes that are distinct to our brand as a luxury Filipino entertainment company. They unify management's aspirations with our team members' actions by providing a clear set of behavioral guidelines that direct our day-to-day operations and decisions.

CORE VALUES



FOCUSED

We are passionate in perfecting our craft to consistently provide superior guest experiences.



INTEGRITY

Even when no one is looking, we always do what is right.



RESPECT

We work with our fellow team members and partners with mutual admiration and 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.

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.

AWARDS & RECOGNITION

AWARDS RECENTLY GARNERED BY SOLAIRE RESORT & CASINO



Four-Time Forbes Travel Guide Awardee



TOP 20 RESTAURANTS FOR 2020



AWARDS RECENTLY GARNERED BY BLOOMBERRY RESORTS CORPORATION



Most Outstanding Company in the Philippines - Casinos and Gaming Sector

Bloomberry Resorts Corporation



7th (from 11th in 2019)

Enrique K. Razon Jr.



Estella Tuason-Occeaña
Executive Vice President
Chief Financial Officer
and Treasurer



Jonas R. Ramos, CFA
Director for
Investor Relations



Estella Tuason-Occeaña
Fritz Jerrold Lacap
Jonas R. Ramos, CFA
Robin-Jason S. Venturina



Bloomberry Cultural
Foundation, Inc.



THE COVID-19 PANDEMIC: 2020 SOLAIRE TIMELINE

On January 31, 2020, the World Health Organization (WHO) declared the novel coronavirus acute respiratory disease (COVID-19) as a public health emergency of global concern. On the same day, the Philippines issued a temporary travel ban covering all travelers from China's Hubei Province.

On February 2, 2020, the Philippines banned all travel to and from China and its two administrative regions, Hong Kong and Macau, to stem the virus's spread.

On March 14, 2020, the Philippine Government placed Metro Manila under "Enhanced Community Quarantine" (ECQ).

In line with the declaration, PAGCOR announced on March 15, 2020 that it was suspending all casino operations for the duration of the quarantine. The temporary closure applied to PAGCOR-operated casinos, all licensed and integrated resort casinos, electronic games (eGames), bingo (traditional and electronic), sports betting, poker, slot machine clubs, and other activities regulated by PAGCOR.

On March 16, 2020, the government expanded its ECQ to cover the entire Luzon island. Effectively a lockdown, this ECQ significantly restricted the movement of the population and mandated the temporary closure of non-essential shops and businesses to contain the pandemic.

Accordingly, all gaming operations in Solaire and the other integrated resorts in Entertainment City were suspended to comply with PAGCOR's directive and the Luzon-wide ECQ.

From Mid-March, the Solaire Management Team quickly put in place various new health and safety protocols in anticipation of reopening.

The ECQ was initially set to last until April 12, 2020, but was extended thrice up to May 15, 2020, particularly for Metro Manila and other high-risk COVID-19 areas in Luzon. On May 16, 2020, the government transitioned Metro Manila from ECQ to "Modified Enhanced Community Quarantine" (MECQ), a less restrictive lockdown. On June 1, 2020, MECQ in Metro Manila and other areas were relaxed to the "General Community Quarantine" (GCQ).

Starting June 15, 2020, after three months of suspension, PAGCOR allowed casinos to resume operations, but only at a capacity consistent with a limited dry-run. This phase involved only long-stay and invited guests. PAGCOR approved this dry-run phase to enable the country's gaming industry to restart and refine its services in a manner that upholds public health and safety following new-normal protocols. Solaire briefly suspended operations in August 2020 when the government placed Metro Manila under MECQ, and resumed operations when the status was placed back to GCQ.

Up until December 31, 2020, Solaire remained closed to the public. It maintained its invite-only policy and is awaiting further instructions from PAGCOR and other relevant authorities regarding capacity restrictions.

SUSTAINABILITY FOR SOLAIRE

Bloomberry continues to support sustainability as a business process that enhances the ability of Solaire to create value for all its stakeholders.

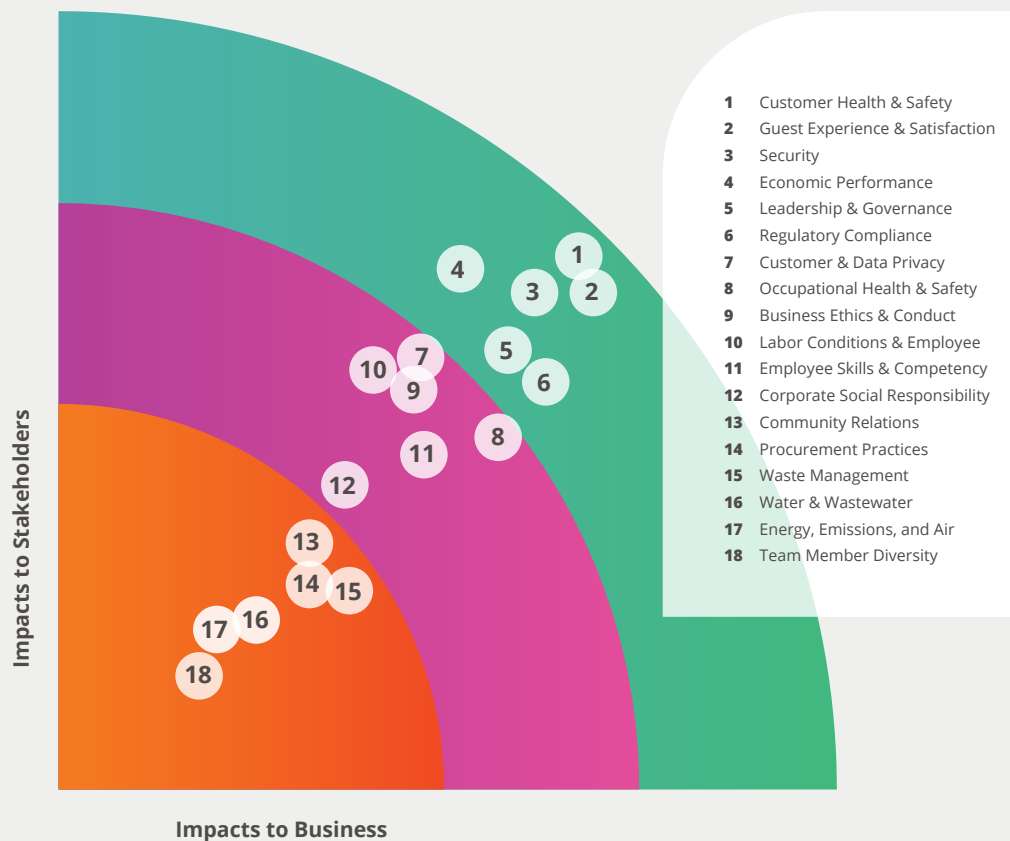


MATERIALITY ASSESSMENT

Bloomberry continues to build on and update its materiality assessment process which, compared to the 2019 exercise, included more members from various senior management teams.

Participants were selected based on the level of personal and industrial experience as well as their capacity to characterize the various stakeholders (customers, employees, suppliers or service providers, regulators, investors, competitors, shareholders), and their prospects and concerns. Key sustainability focus areas in 2020 that are materially relevant or most important for Solaire to achieve long-term sustainable operations were expanded and updated from the previous year. The company followed the guidelines of the Global Reporting Initiative (GRI)—as well as the Hotels and Lodging, Restaurants, and Casino and Gaming Standards of the Sustainability Accounting Standards Board (SASB)—in defining the prominent

aspects of our operations that possess or potentially have the most impact to our financial, social, and environmental conducts. These identified material topics are those that significantly influence our interaction with our stakeholders. The 2020 map shows that Solaire's sustainability framework would, through good governance and sound management, provide more emphasis on our shared mutual benefit with communities, provide excellent service to our customers, look after the welfare of our employees, and continue to be stewards of the environment through responsible consumption.



STAKEHOLDER ENGAGEMENT

Bloomberly continues to build up our interactions with our stakeholders relative to our five strategic areas of concern. Identifying our stakeholders enabled the company to look into their areas of concern, available engagement methods, and Solaire's key actions to work with our partners in sustainability. As of the end of 2020, our stakeholder engagement matrix is summarized in the table below.

STAKEHOLDER ENGAGEMENT MATRIX

STAKEHOLDERS	MODE OF ENGAGEMENT	FREQUENCY	CONCERN/ EXPECTATIONS	SOLAIRE'S RESPONSE
 Employees	Regular meetings and Focus Group Discussions (FGDs) Participation in management meeting Surveys and feedback forms	24/7	Benefits Work-life balance Labor-management relations Health and safety Security Continuing Education	Creation of Employee Committees Hearings and conferences for CBAs Lifelong learning programs
 Customers (hotel guests, casino players, tenants, theatre companies, theatre patrons)	Visits Website Call Center Email Social Media Surveys and feedback forms	As necessary, 24/7	Safety and Security Accessibility and convenience Quality of Service	Numerous strategic customer experience improvement programs Customer feedback surveys
 Industry Associations (Hotel and Restaurant Association of the Philippines, Philippine Hotel Owners Association)	Membership meetings	Regular, as scheduled and as necessary	Sharing of industry trends, standards, challenges	Active participation to gain best practices
 Local Communities/ Local Government Unit	Meetings FGDs Correspondence Surveys	Periodic, as necessary	Sponsorship Fundraising Security Mandatory contributions	Strategic CSR programs Philanthropic channels
 Regulators	Examinations and audits Correspondence Meetings	24/7, as necessary	Compliance with laws and regulations Impact of new initiatives and policies	Timely and accurate reports Compliance Response to queries
 Shareholders/ Investors	Annual meetings Investor briefings, conferences, calls Website	Periodic, as scheduled	Financial returns Minimum risks Sustainability Business Continuity	Stable dividends Regular and accurate disclosures and business updates via briefings, conferences and calls
 Suppliers	Emails, calls and other forms of correspondence Meetings	As necessary	Transparency in accreditation Integrity of bids Timeliness of payments	Clear and transparent accreditation criterion Audited bidding process

Solaire and the UN Sustainable Development Goals



Solaire continues to support and endorse standards of responsible business conduct that are relevant with our operations as a leader in the country’s integrated resort development.

We carry on in standing with the global private sector to support the United Nations Sustainable Development Goals (UN SDGs), the bedrock principle of the modern global sustainable development. Outlined below are Solaire’s contributions and responses to the SDGs that correspond to our key products and services and business interests.



Through BCFI, Bloombergry supported the combined efforts of the government and private sector in 2020 to combat the COVID-19 pandemic through programs such as Track, Trace, and Treat (T3), the Metro Manila Mega Quarantine Facility and other related facilities, and the donation of vital medical supplies and equipment to various government hospitals in Metro Manila and nearby provinces. Solaire Cares provided daily food packs to frontliners in Paranaque City Health Office, Makati Medical Center, and the South Superhighway Medical Center. BCFI continues to support the construction of the OFW Hospital in Pampanga, as well as a new hospital in Quezon Province.



Solaire contributes to the nation and local communities through economic growth with about 20% of our total revenues went into national public funds in 2020. We remitted about P4.9 billion to the government, followed by paying P3.6 billion to our employees in the form of salaries and benefits - 83% to which are paid to managerial and rank and file employees — and paid about P13.9 billion directly to our suppliers.



Water recycling from Solaire’s sewage treatment facility continued in 2020, with about 50 cubic meters per day of reused water for landscape maintenance throughout the property.



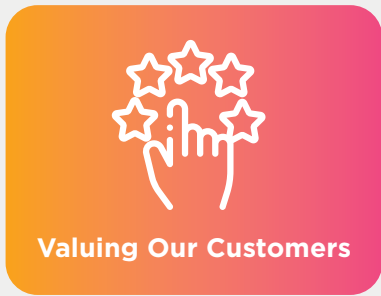
Solaire launched Project S.A.V.E. in 2020 to enhance our conservation efforts and reduce waste production by looking into energy and emissions, water conservation, wastewater management, solid and hazardous waste, and materials use.

SUSTAINABILITY FRAMEWORK

Bloomberry's sustainability framework carries forward as the guide for management's sustainability strategies and team member efforts.

This matrix embodies our sustainability vision and strategy, and affirms our commitment to sustainable development. This framework details the five strategic and interrelated areas that define how Bloomberry integrates sustainability into its operations. With Creating Value for Society at the top, the framework serves to guide the company's ethos toward actively contributing to sustainable growth within a framework of economic, environmental, social, and governance (EESG) shared values. The framework shows how, with responsible business at our core, Solaire can simultaneously focus on our customers, employees, the environment, and society in an interrelated and integrated manner.





Valuing Our Customers

Customers at the heart and core of Solaire's business and sustainability agendas

- Customer Health and Safety
- Guest Experience & Satisfaction
- Customer & Data Privacy
- Security



Enthusiastic Workforce

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

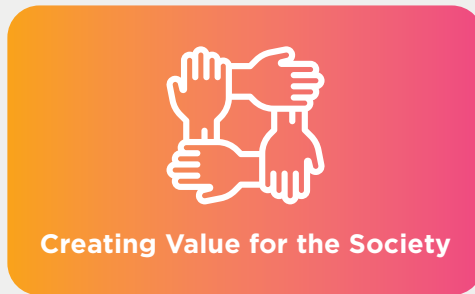
- Labor Conditions & Employee Welfare
- Employee Skills & Competency
- Occupational Healthy & Safety
- Team Member Diversity



Protecting the Environment

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

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



Creating Value for the Society

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

- Community Relations
- Corporate Social Responsibility
- Economic Performance



Good Governance

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

- Leadership & Governance
- Regulatory Compliance
- Procurement Practices
- Business Ethics and Conduct



VALUING OUR CUSTOMERS



Solaire is, first and foremost, a company that creates outstanding guest experiences. Even during the darkest periods of the pandemic, our sterling brand of customer care shone through, especially in the areas of customer health and safety.



Protecting Our Customers

The uncertainty and anxiety caused by the COVID-19 pandemic tested the strength and resiliency of Solaire's customer programs. With customer demands ranging from cancellations and refunds to vital transportation and medical services — the various customer concerns that we had to address were as diverse as they were urgent. Despite all these significant challenges, our team members stepped up to the plate and continued to hit high scores in customer care.

S.A.F.E. at Solaire

403-7

As our staff's main focus was keeping our clients safe and secure, we intensified our SAFE Habits Campaign in the second quarter of 2020. SAFE is a comprehensive program meant to achieve zero COVID-19 transmissions within Solaire while ensuring our hotel guests' and customers' wellness and peace of mind.

At the start of the pandemic, all needed team members were housed in the property as front liners to support long-staying guests who were stranded due to extended travel bans and strict quarantines.

The program included regular rapid and real time polymerase chain reaction (RT-PCR) COVID-19 tests for all team members, with the ones that were housed in the property as the first to be tested. This was then followed by team members that were initially given work from home instructions and started to go back to their workplaces throughout 2020. We also produced a series of information, education, and communication sessions for all team members on Solaire's new set of safety protocols. These included stricter personal hygiene routines, physical distancing rules, and constant disinfection of all guest areas and backroom spaces.

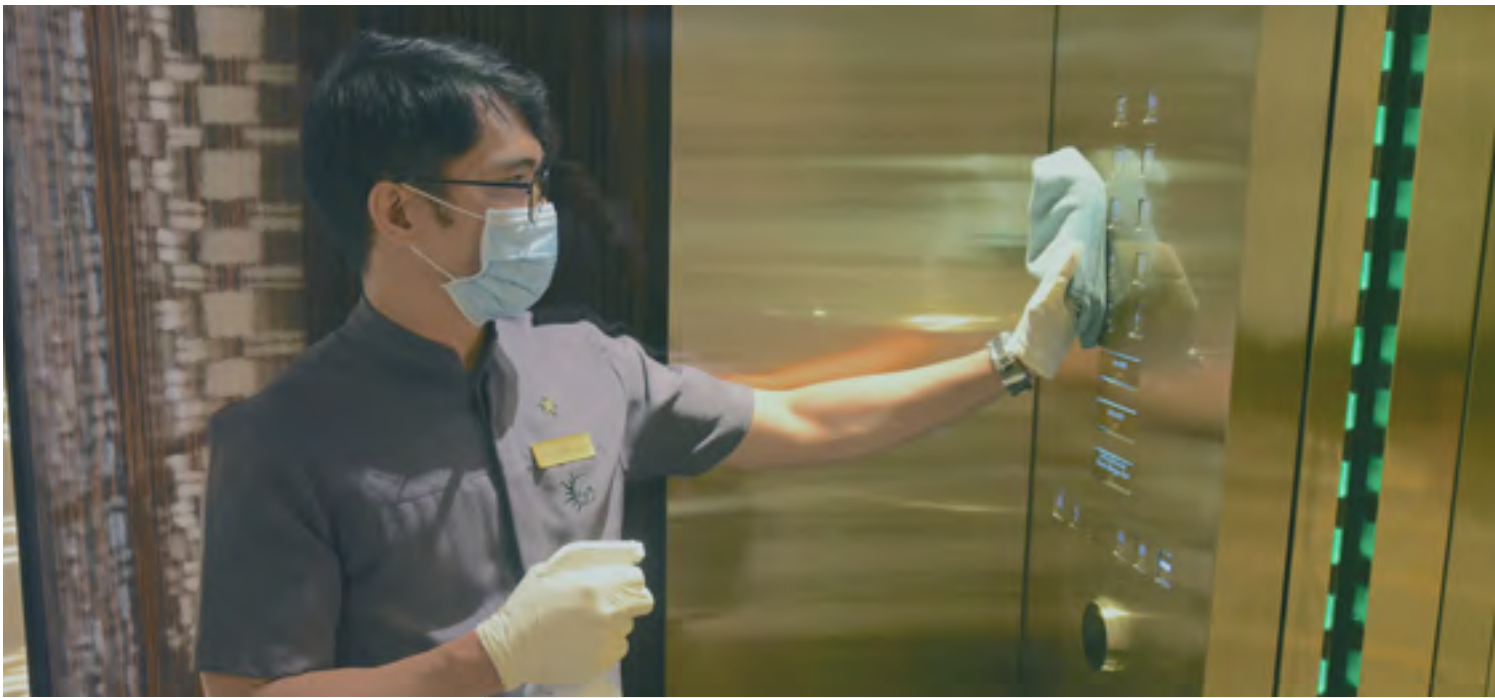
Solaire mounted a month-long series of training sessions for in-house team members following strict physical distancing rules, complemented by an online module for those working from

home. We published through various mechanisms, materials highlighting the importance of Solaire's S.A.F.E. habits. Such materials were distributed through All-Solaire announcements, HR WeekUps, posters and text blasts. We also produced and released an instructional video demonstrating proper sanitation steps in cleaning and disinfecting personal equipment, gadgets, and work areas. All team members working in-house or visiting the Solaire premises had to undergo a simulation test that assessed their knowledge when faced with a SAFE habit dilemma.

In our backroom operations, the pandemic prompted utmost caution among our teams in practicing SAFE guidelines. These include frequent hand washing, social distancing, and wearing appropriate PPE, such as face masks, lab gowns, hairnets, and hand gloves.

Solaire also required all our suppliers to wear PPE and undergo body temperature checks and misting before entry. Suppliers were no longer allowed to deliver beyond our loading dock's receiving area. We frequently disinfected our storerooms, including receiving equipment such as trolleys and weighing scales.

For utmost safety, we installed a UVC Chamber at the loading dock to disinfect all goods being delivered, including all administrative documents that could not be sent digitally.



VERIFIED
with **Forbes TRAVEL GUIDE**

**LUXURY MEETS
HEALTH SECURITY
AT SOLAIRE**

SUPERIOR CUSTOMER EXPERIENCE 416-1

"A Haven of Luxury" that is "Health Security Verified"— these are the recent findings of Forbes Travel Guide on Solaire's Sky Tower.

Forbes is committed to global expert-validated best practices in customer safety and comfort. A property must complete and maintain a verification process on more than 360 global health standards before receiving Forbes' ShareCare Health Security Verified™ badge. The comprehensive assessment covers health and hygiene protocols; cleaning products and procedures; masks and PPE; ventilation; management accountability; and health safety communication with guests and employees.

Our luminous 17-storey Sky Tower — the most recent addition to Solaire's growing number of VIP offerings — has received that Forbes distinction. Forbes highlights the Solaire Sky Tower as a place of luxury without compromising utility.

Other highlights cited by Forbes include raving reviews about our facilities and rich culinary offerings, with 19 world-class food and beverage outlets serving all our guests.

CUSTOMER SATISFACTION SCORE

84.03 **83.78**
2020* 2019

*Based on Operational Excellence Index (OEI) combining Unifocus and Peer Review Ratings as of March 31 of the reporting year

SV-HL-000.A SV-HL-000.B SV-HL-000.C SV-HL-000.D

	2020		2019	
Number of available room nights	290,238		289,445	
Hotel Occupancy:				
Occupied Rooms - Overall (w/ House Use)	231,640	80%	268,440	93%
Third Party Visits	39%		98%	
House-Use	61%		2%	
Local individuals who stayed in the property	117,233	27%	343,461	66%
Foreign individuals who stayed in the property	324,045	73%	174,815	34%

CUSTOMER PRIVACY

Gaining customer trust by keeping personal data secure and private is a critical component of Solaire's Data Protection program. Created in 2018, Solaire's Data Protection Office spearheads the organization's efforts to protect customers' rights and comply with increasingly complex privacy regulations.

The program's working mandate is to implement the so-called Five Pillars of Compliance:

- (1) appointment of Data Protection Officer;
- (2) conduct of ongoing Privacy Impact Assessments (P.I.A.);
- (3) implementation of a Privacy Management Program;
- (4) establishing data privacy and security measures; and
- (5) exercise of data breach protocols.

Our website and other data collection forms contain our Privacy Notice, which fully discloses how we collect, use,

disclose, and store personal data. We also provide training to ensure that our data protection policies are well-communicated to our employees. We have likewise deployed a data classification system that enhances the confidentiality, integrity, and availability of all corporate data.

In the next years, we expect to make substantial headway in improving our data protection governance by implementing DPOinBOX, a class-leading software that tracks, measures, and implements end-to-end data protection measures. Implementing DPOinBOX is a great leap into a more systematic approach for documenting and monitoring personal data and how to process it across Solaire. Numerous spreadsheets that track personal data inventories, privacy impact and risk assessments, and data subject requests can now be accessed and analyzed using the software's intuitive dashboards and tools.



Total number of substantiated complaints received concerning breaches of customer privacy	0
Number of complaints addressed	0
Complaints received from outside parties and substantiated by the organization	0
Complaints from regulatory bodies	0
Total number of identified leaks, thefts, or losses of customer data	0
Number of customers, users, and account holders whose information is used for secondary purposes	0

FOOD SAFETY

416-1, 416-2 FB-RN-250a.1

As one of the best dining destinations in the country, Solaire guarantees the highest standards in food handling and safety. We have an integrated Food Safety System in compliance with the Food Safety Act of 2013.

Solaire has maintained zero valid food borne illness and food poisoning complaints, as with 2019. There has been a significant reduction in foreign matter in food, as compared to the 59 reported complaints for 2019, only 13 have been reported for 2020. All food complaints have been resolved. Our company's Food Safety Policy requires our food safety managers to review and analyze each complaint thoroughly. Afterward, a corresponding corrective or preventive action plan is released, with disciplinary actions if necessary.

Our Empathy Project's analysis in 2019 has led to stricter controls for food safety at Solaire. The Empathy Project involved hygienists observing our kitchens and entire food operations for two weeks to a month. This thorough inspection was done to find areas that may hinder compliance with standards and where possible lapses could occur. All changes and improvements to our operations resulting from the project are now included in Solaire's 2020 Handbooks for Food Safety Compliance.





ACCREDITATIONS AND LOCAL FOOD SAFETY CERTIFICATIONS

Paranaque City Health Office of Good Practice Award

Our quality for food safety practices contributed to the implementation of workplace health of the city.

Veterinary Compliance Certificate for Meat Handling for 2020

Our establishment is the only Integrated Resort or hotel that diligently complied with the Meat Safety Code, as audited and accredited by the Paranaque City Veterinarian's office.

SGS Global Services HACCP Accreditation

Hot served, Cold Served, Baked goods, Patisserie, Ready to Eat Meals & Beverage for Hotel Food & Beverage operations; Retail of Food & Beverage items; In-Flight Catering for Private Jets

Bureau of Quarantine HACCP Accreditation

In-Flight Catering

National Meat Inspection Services (NMIS) HACCP Accreditation

Butchery Operations

OTHER QUALIFIED FOOD SAFETY CERTIFICATES AND LICENCES

Philippine Food and Drug Administration License to Operate as Food Manufacturer

Pastry and Bakery, Food Court and The Patisserie (valid until January 2022)

National Meat Inspection Services (NMIS) License to Operate

Meat Cutting and Fabrication for Domestic Trade

The Parañaque City Health Office Sanitary Permit to Operate for the entire Integrated Resort, to comply with the Paranaque Sanitation Code of 2017



GAMING OPERATIONS



Solaire features the latest games and advanced technology, with a total aggregate gaming floor area of approximately 29,000 sq.m. This figure includes approximately 6,000 sq.m. of VIP gaming areas.

Solaire's gaming floor features gaming tables, slot machines, and Electronic Gaming Tables (ETG). Solaire offers both classic and contemporary table games including Baccarat, Blackjack, Craps, Roulette, Pontoon, Caribbean Stud Poker, Texas Hold 'Em Poker, Sic Bo, Money Wheel, and Sabong Cards. The casino also features popular progressive linked slot machine games such as Jin Ji Bao Xi and Duo Fu Duo Cai.

Due to the directives from Philippine Amusement and Gaming Corporation (PAGCOR) and from the Department of Health (DOH), gaming operations were suspended during the Enhanced Community Quarantine (ECQ) and Modified Enhanced Community Quarantine (MECQ). Limited operations began during General Community Quarantine (GCQ), but only on an invitation basis.



RESPONSIBLE GAMING

Solaire recognizes that gamers should be accountable for gaming practices. As such, we developed a responsible gaming program that encourages wholesome leisure and entertainment through gaming.

In coordination with PAGCOR, we deal with gaming problems among our customers through a responsible gaming program that prohibits persons under the age of 18 from playing, and helps those who struggle to control their gaming habits on the casino floor.

Customers are informed of this program through the Solaire website, brochures, LED monitors, and other notices around the casino floor. We urge those who show warning signs of problem gaming to voluntarily avail of Solaire's self-exclusion program by contacting any of our gaming floor staff.

We endorse these patrons who want to avail of professional rehabilitation assistance to the Bridges of Hope Foundation, who partners with casinos in this initiative. We also encourage the families of players who are showing signs of compulsive and uncontrollable playing to enroll their loved ones in our exclusion program.

Applications to this program, whether voluntary or through a relative's initiative, is available through www.pagcor.ph/pagcorresponsible-gaming.php. Once players have been excluded, their exclusion is irrevocable for a minimum of three months for family-initiated exclusion, and six months for voluntary exclusion.

CUSTOMER SECURITY

410-1



Ensuring that our customers and guests are safe while going around Solaire's hotel rooms, shops and restaurants are a priority, whatever the situation.

Our security personnel are provided with great security equipment and attire, and observe orderly curfew and general etiquette for resort and casino customers.

Solaire's physical safety and security programs are manned by in-house security professionals, third party security services personnel, and K-9 trained personnel, which have a strong and proven record of maintaining peace and order in casino resort complexes. Our security teams include an intelligence and investigation unit, and plainclothes security personnel who are former members of the Philippine National Police (PNP). Their services are complemented

and enhanced by state-of-the-art equipment, and a continuous learning program for Solaire team members on a wide range of security related skills and topics, which include human rights assessments and training to which 100% of our personnel are formally trained. Periodic evaluation and review of policies and procedures, which include Periodic Security Threat Assessments and coordination with government regulators and law agencies.

In 2020, trainings on COVID-19 were conducted for our security teams, which include 57 of our security management staff and personnel. These trainings include authorized guests and team member screening, new normal protocols, and government mandates on community quarantine.

THE SOLAIRE TEAM: FINDING STRENGTH IN CRISIS

The year 2020 was also a highly challenging year for Solaire from a human-resource perspective. It directly tested our HR strategies and the very ability of our teams to balance extraordinary work situations with personal obstacles.

The complexities brought by the pandemic required all our managers and team members to show strength of character on an unprecedented scale. Nevertheless, the pandemic became an opportunity for Solaire to demonstrate how deep its level of commitment is to its employees.



EMPLOYEE ENGAGEMENT: PRIORITIZING TEAM MEMBER WELLBEING

403-3, 403-6



Quickly recognizing that the COVID-19 pandemic is as much an economic crisis as it is a healthcare emergency, we first made sure that all our team members were taken care of based on their status and length of stay in the company.

Solaire also made sure that our employees continued to feel safe and secure, fit, and productive. All employees that could perform their jobs remotely were allowed to work from home.

For team members who worked the front lines, Solaire extended perks and special working arrangements. These included distributing free Vitamin C and SDS blockers and offering leisure time for swimming, jogging, gardening, and fitness training. We also held fun and creative after-shift programs, such as Mask Karaoke Night, BINGO, and Rockeoke events, for all in-house staff, all while observing social distancing measures and the wearing of face masks. These additional perks aimed to keep our skeletal workforce mentally and physically fit.

To help our team members cope with anxiety, Solaire hired medical experts to provide a series of webinars for all company employees. The medical team provided insight into managing the mental and emotional fallout brought by the pandemic. They likewise offered practical advice on coping with stress and feelings of helplessness.

During the most challenging weeks of the year, Solaire mounted a special TMTV edition to honor Solaire's frontliners. We tapped renowned Filipino musician Moy Ortiz of The Company to direct a video production, especially for this event. The video featured a heartfelt rendition of From Now On from the musical The Greatest Showman performed by team members who were working from home.

As necessitated by the pandemic, Solaire underwent a manpower rationalization exercise which was part of a company-wide cost optimization program.

Sikat Awards: Shine Brighter



We recognize the tremendous value our team members bring to their work. At Solaire, employee recognition is not just an item on an HR checklist — we seek to create programs that genuinely honor our employees and make them feel special and supported.

The Sikat Awards is a quarterly recognition program that embodies Solaire's brand of employee engagement. Sikat – which means popular or shining in Filipino – stands for "Solaire Inspiring Key Achieving Team Members" and aptly describes the award's goal.

Launched in December 2020, the Sikat Awards aim to celebrate and honor team members who demonstrate Solaire's core values and consistently deliver exceptional work outcomes. The SIKAT Awards became more relevant for Solaire in 2020 as it became a testament to Solaire's ability to support and build its people up even during tough times.

With social distancing rules in place, the Awards had to be conducted virtually, but this did not mean little effort went into producing the actual ceremonies. Solaire's teams had to exert more effort to ensure that the virtual celebrations were lively and engaging. They also tapped team leaders to produce videos that shared stories of bravery and dedication at Solaire during the quarantine.

In addition to the quarterly awards, we also continued our 5-year Service Awards for 2020. Held in October, the Awards became a two-hour virtual celebration complete with testimonials, inspirational videos, and musical performances from various Solaire managers and team members.

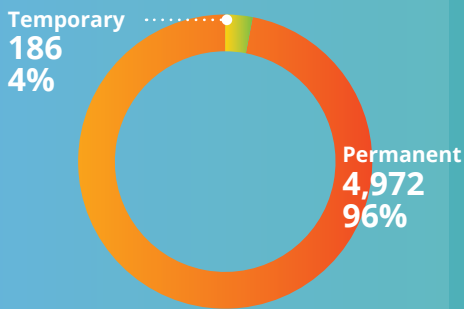
DIVERSE WORKFORCE

The Solaire workforce is a diverse group comprised of 4,972 (96%) permanent employees and 186 (4%) temporary personnel, for a total of 5,158. We seek to hire as many local employees as possible to help the local hotel and gaming industries' growth. As of 2020, about a third of our senior managers are Filipinos. Moreover, 91% of our middle managers and 96% of our supervisors are local hires.

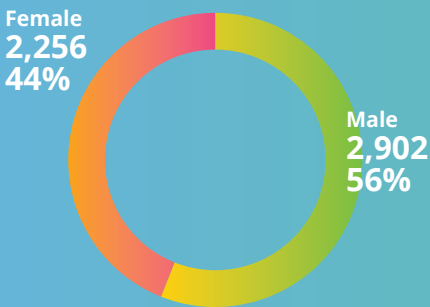
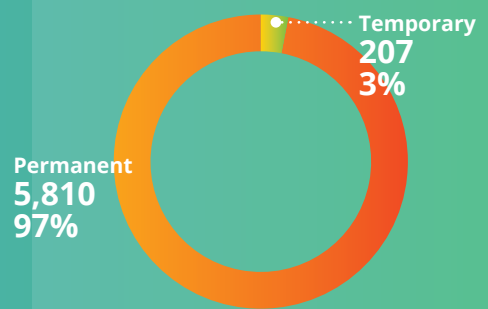
TOTAL NUMBER OF EMPLOYEES

2020
5,158

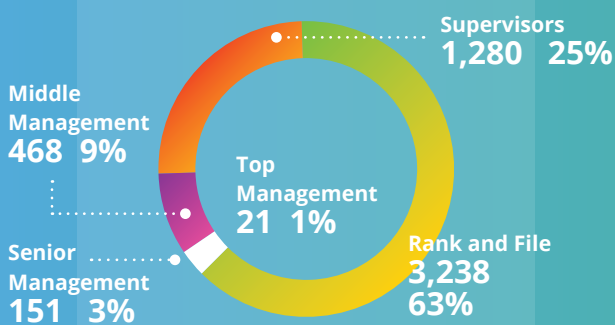
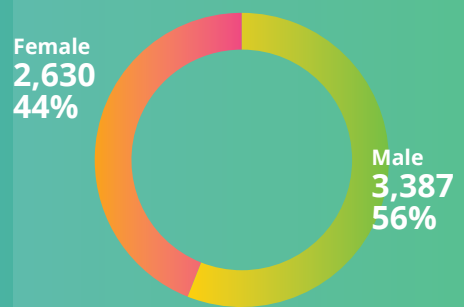
2019
6,017



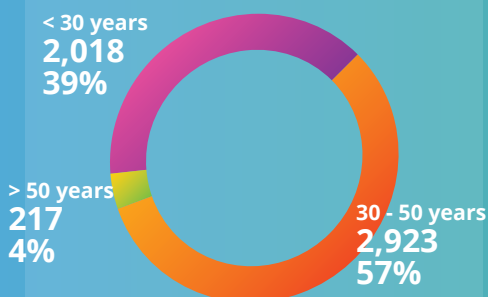
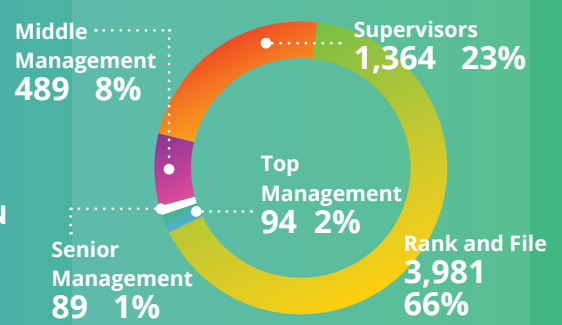
A. EMPLOYMENT CONTRACT



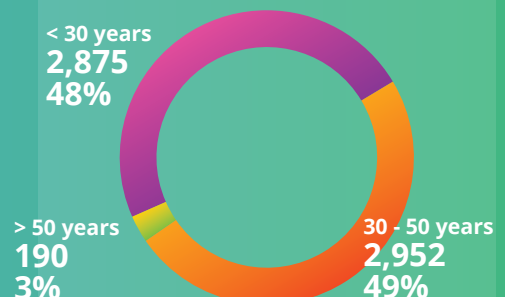
B. GENDER



C. BY POSITION



D. AGE GROUP





2020	2019	2020	2019
TOTAL NUMBER OF FEMALE EMPLOYEES		TOTAL NUMBER OF MALE EMPLOYEES	
2,257	2,630	2,906	3,387
A. EMPLOYMENT CONTRACT			
Permanent 2,196 97%	Permanent 2,557 97%	Permanent 2,776 96%	Permanent 3,253 96%
Temporary 60 3%	Temporary 73 3%	Temporary 126 4%	Temporary 134 4%
B. BY POSITION			
Top Management 2 0%	Top Management 26 1%	Top Management 19 1%	Top Management 68 2%
Senior Management 51 2%	Senior Management 29 1%	Senior Management 101 3%	Senior Management 60 2%
Middle Management 219 10%	Middle Management 213 8%	Middle Management 249 9%	Middle Management 276 8%
Supervisors 644 29%	Supervisors 687 26%	Supervisors 633 22%	Supervisors 677 20%
Rank and File 1,340 59%	Rank and File 1,675 64%	Rank and File 1,900 65%	Rank and File 2,306 68%
C. AGE GROUP			
> 50 years 58 3%	> 50 years 49 2%	> 50 years 158 6%	> 50 years 141 4%
30 - 50 years 1,093 48%	30 - 50 years 1,045 40%	30 - 50 years 1,831 63%	30 - 50 years 1,907 56%
< 30 years 1,105 49%	< 30 years 1,536 58%	< 30 years 913 31%	< 30 years 1,339 40%

Please note that the 2019 HR numbers did not include local-project based and fixed term employees.

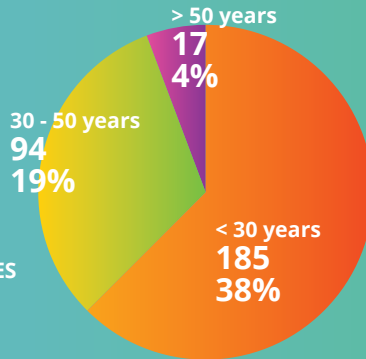
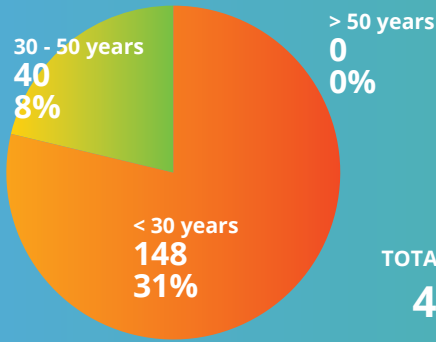


FEMALE

MALE

NEW EMPLOYEE HIRES

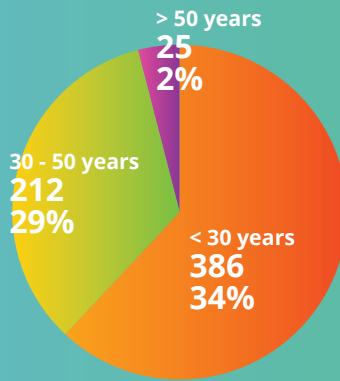
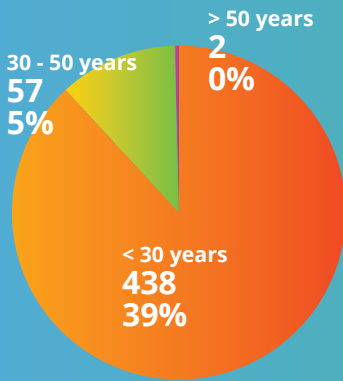
2020



TOTAL HIRES
484

9.42%

2019



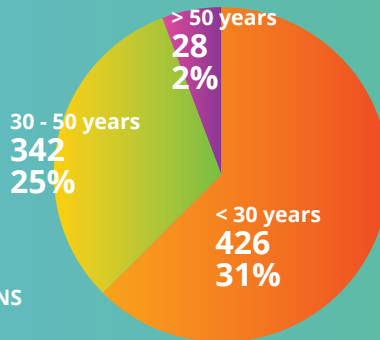
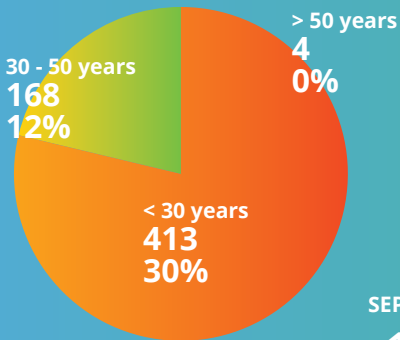
TOTAL HIRES
1,120

NEW HIRE RATE =
(NEW HIRES / TOTAL #
OF EMPLOYEES)*100

18.61%

EMPLOYEE TURNOVER

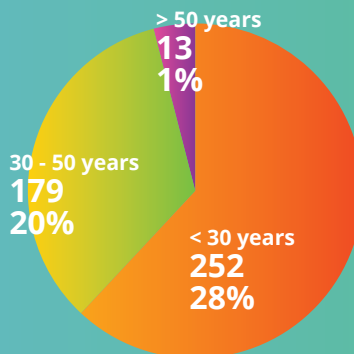
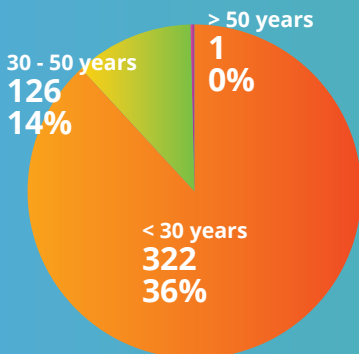
2020



TOTAL SEPARATIONS
1,381

26.87%

2019



TOTAL SEPARATIONS
893

TURNOVER RATE =
(EMPLOYEES LEFT /
TOTAL # OF EMPLOYEES)

14.84%

LABOR RELATIONS

Solaire seeks to become an employer of choice by focusing on issues that matter most to our employees. We genuinely value our team members' opinions and commit to honest, open communication lines that uphold their best interests. We abide by the standard entry-level minimum wage equally for both male and female employees.

An updated Collective Bargaining Agreement (CBA) was signed on October 14, 2019. The CBA was immediately effective and in force for a period of five years. The CBA covers 30.58% of our team members in 2020, up from 25.5% of our total employees.

Among others, the CBA contains measures on hours of work, compensation and benefits, grievance machinery and rights and responsibilities of the involved parties. There is also a provision for a quarterly Labor Management Council meeting to ensure issues and concerns are discussed and addressed.

Solaire has an unfunded, non-contributory defined benefit plan for all of its employees. The cost of employee benefits under the defined benefit plan is determined using the projected unit credit method. We aim to improve our benefits, year-on-year, and prioritize promoting from within, whenever possible.

401-2

BENEFIT/LOCATION	% WHO AVAILED IN 2020			% WHO AVAILED IN 2019		
	Y/N	WOMEN	MEN	Y/N	WOMEN	MEN
SSS	Y	12%	3%	Y	27%	26%
Philhealth ^a	Y	11%	1%	Y		
Pag-ibig	Y	18%	24%	Y	22%	24%
Parental leave	Y	100%	100%	Y	4%	4%
Vacation Leave	Y	80%	97%	Y	97%	96%
Sick Leave	Y	17%	18%	Y	98%	97%
Medical benefits (aside from Philhealth)	Y	98%	96%	Y	-	-
Housing assistance (aside from Pag-ibig) ^b	Y	2%	4%	N	-	-
Retirement fund (aside from SSS)	Y	0%	0%	N	-	-
Further education support	Y	0%	0%	N	-	-
Company Stock options ^c	-	-	-	Y	0.2%	0.4%
Telecommuting	Y	-	-	N	-	-
Flexible working hours ^d	N	0%	0%	Y	10%	12%
Others ^e	-	-	-	Y	1.0%	1.5%

a Total percentage of employees who availed during the year: 7% (breakdown per gender is not available)

b Total assisted Team Members (TMs) in the clinic during the year: 4,055 (breakdown per gender is not available)

c Stock Incentive Plan applicable for those holding positions of Vice Presidents and above

d Only for eligible team members

e TMs who availed of Emergency Salary Advance (loan)

PARENTAL LEAVE SUMMARY ⁴⁰¹⁻³

BENEFIT/LOCATION	2020		2019	
	MALE	FEMALE	MALE	FEMALE
Total number of employees that were entitled to parental leave	2,983	2,247	1,413	877
Total number of employees that took parental leave	58	217	150	101
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	NO DATA		146	92
Retention rate	NO DATA		97%	91%

We implement various employee management programs that (1) aim to motivate our workers, and (2) make sure to retain the right mix of team members, and ensure high-quality service and optimum customer satisfaction.

2020 saw innovations with our HR that kept our team members going in spite of the challenges, as follows:



Employees are rapidly tested for COVID-19 before they are allowed to work inside Solaire's premises. They also worked under the social distancing guidelines set by the government agencies for COVID-19.



Establishment of leisure programs in 2020 were also done via videoconferencing, such as SIKAT Awards, Fitness Events, and Christmas celebration.



Team members were given options by senior management on their work arrangements during the pandemic.



Project GOAL (Grab the Opportunity and Learn) trainings were conducted via online channels, ensuring that team members are continuously trained while observing social distancing measures.



Meetings between team members were conducted via teleconferencing and videoconferencing as much as possible.



CONTINUED TRAINING FOR CAREER GROWTH

404-2

Despite the disruptions in our business operations, Solaire did not stop investing in mentoring platforms for employee growth. Whether they were working in-house or from home, all team members enjoyed a series of learning sessions and online educational modules.

These included “Watch and Learn,” an eleven-part module highlighting Solaire’s core values; and “Watch, Learn and Lead,” a four-part module emphasizing essential leadership skills. We also offered a seven-part module called “Detective Grammar,” which taught the core principles of communication and grammar. We offered a “Philippine Culture” online module that enriched the knowledge of expatriate employees on Philippine geography, traditions, and culture.

In 2020, our Learning and Engagement Team also launched our first-ever Project GOAL virtual training. The two-day virtual seminar covered Professional Branding and Values and Enhanced Customer Service.



	Total for ALL Employees (2020)	Total for ALL Employees (2019)
Total Training Hours (<i>Numbers recorded were total ACTUAL training hours as recorded in our Learning Management System and attendance records</i>)	55,607	113,958
Total Number of employees who attended the trainings (<i>For 2020: 1 TM can take multiple trainings, hence numbers recorded were actual total number of employees who attended the trainings</i>)	62,930	6,059
Average hours of training	11	12
Total Number of trainings conducted (Internal)	41	43
Total Number of trainings conducted (External)	43	48

****NOTE:** TMs recorded/counted took multiple trainings

OCCUPATIONAL HEALTH AND SAFETY

403-1, 403-2, 403-4, 403-5

Solaire Resort and Casino is committed to preventing ill health, accidents, and other untoward incidents involving its team members, contractors, visitors, and customers.

Our Occupational Safety and Health Policy aims to ensure that we comply with all applicable Occupational Safety and Health laws, rules, and regulations. This Policy provides guidelines for establishing and implementing programs that will reduce workplace hazards, protect lives, and promote employee health.

We identify, control, and monitor OSH risks in the property and comply with all applicable OSH Laws and other requirements. We also conduct OSH training for our team members and contractors and implement programs that continuously improve Solaire's OSH Management System. We invite our team members to be directly involved in the planning and implementation of OSH management programs.

403-8	Yes/No	2020 If yes, how many are covered?	Yes/No	2019 If yes, how many are covered?
Covered by an OHS management system based on legal requirements and/or recognized standards/guidelines?	Yes	5,158 (100%)	Yes	6,017 (100%)
Covered by an OHS management system based on legal requirements and/or recognized standards/guidelines that has been internally audited?	Yes	5,158 (100%)	Yes	6,017 (100%)
Covered by an OHS management system based on legal requirements and/or recognized standards/guidelines that has been audited or certified by an external party?	No	Not applicable	No	Not applicable

403-9, 403-10	2020	2019
Number of fatalities as a result of work-related injury	0	0
Rate of fatalities as a result of work-related injury	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0
Number of recordable work-related injuries	6	52
Rate of recordable work-related injuries	0.87	0.72
Main types of work-related injury	Falls of persons on same level	Hand Injury (First Aid Case)
Safe man hours	4,898,130	12,307,217

A THRIVING ENVIRONMENT

Sustainability at Solaire means we have both the moral obligation and cost imperative to conserve and restore the natural environment where we operate. We continue to develop and refine programs — from our internal operations to our customer offerings — that demonstrate our respect for nature and commitment to positive environmental change.



Businesses and the fast pace of commerce are often blamed for the deterioration of our physical ecosystems. But just as our industries negatively impact the planet, Solaire believes that it is also through the same industry that we can find solutions to our biggest challenges.

To contribute to national efforts to conserve resources and curb climate change, Solaire continues to enhance its programs on materials efficiency, water and energy conservation, and solid and hazardous waste. While still in the early stages, our green initiatives have already shown marked improvements in our use of materials, waste management, energy and water consumption, and emissions.

PROJECT S.A.V.E.

Even during the pandemic, Solaire managed to launch Project SAVE — a simple but highly effective program to boost our conservation efforts and reduce the volume of wastes that leaves Solaire's premises.

SAVE is a mnemonic device for the four significant actions our team members should follow each day to achieve Solaire's targets. It stands for



Shift to paperless transactions



Always conserve energy and other utilities



Value what you eat and drink



Economize on the use of supplies, especially scarce office supplies and paper resources.

Project SAVE builds on the data gathering system that we established in 2019 to monitor our performance in five critical environmental areas. These are: energy and emissions, water conservation, wastewater management, solid and hazardous waste, and materials use.

ENERGY, EMISSIONS, AND AIR POLLUTION

302-5

Energy and Emissions continue to be two of Solaire’s most significant concerns both from an operational and environmental perspective. Because our daily activities considerably rely on various energy sources — such as electricity, LPG, and diesel — Solaire stands to benefit from any sustained effort to cut down on our energy consumption and its corresponding emissions.

Toward this end, we defined Energy Performance Indicators (EnPI) in 2019 to correctly evaluate our energy consumption and conservation targets. Our results for 2020 are encouraging

as they show apparent reductions in our pre-pandemic consumption, particularly for electricity and diesel.

Solaire continued in 2020 to monitor regulatory updates and closely coordinates with national and local environmental regulators in efforts to comply with regulations related to the Executive Order on the Smoking Ban on Public Places and the Clean Air Act to actively improve our indoor and outdoor air quality.



DIESEL CONSUMPTION REDUCTION

VALUE ADDED:

To reduce company’s combustion of fuel under Scope 1 or Direct GHG emissions

ACTIVITY:

Pro-active reporting of any found steam leak to Engineering Team

SUCCESS MEASURE:

Ability to reduce diesel consumption without compromising the needs of operation on steam requirements

302-1, 302-2, 302-4 SV-HL-130a.1 SV-CA-130a.1 FB-RN-130a.1

ENERGY CONSUMPTION (GIGAJOULES)			Energy Gain or Reduction
Diesel	2020	61,248.01	-11,389.99
	2019	72,638.00	
Gasoline	2020	2,387.88	NA
	2019	No data	
LPG	2020	9.31	-52.63
	2019	61.94	
Electricity	2020	398,890.80	-37,353.47
	2019	436,244.27	
Total	2020	462,535.99	-48,796.09
	2019	508,944.21	

305-1, 305-2, 305-5

EMISSIONS			Emissions Gain or Reduction
Scope 1 (tonnes CO ₂ e)	2020	6,219.37	1,136.37
	2019	5,083.00	
Scope 2 (tonnes CO ₂ e)	2020	78,913.90	-7,390.1
	2019	86,304.00	
Total Emissions (tonnes CO ₂ e)	2020	85,133.27	-6,253.73
	2019	91,387.00	
Energy Intensity ^ (GJ/sqm)	2020	0.99	-0.1
	2019	1.09	
302-4			
Emissions Intensity ^ (tonnes CO ₂ e/sqm)	2020	0.18	-0.01
	2019	0.20	
305-4			

Note:

CO₂e - carbon dioxide equivalent
sqm - square meter
GJ - gigajoules
^ restatement

Emissions Intensity was computed as total emissions produced/total owned land area



ENERGY SAVING PRACTICES

VALUE ADDED:

To reduce the company's purchase of energy under Scope 2 or Indirect GHG emissions

ACTIVITIES:

- Turning off office lights during breaktime or out of work as possible
- Maintaining Air Conditioning temperature at 24°C in offices
- Turning off computer monitors when leaving the office and total shut-down of computers when out of work

SUCCESS MEASURE:

Ability to maximize the opportunity to reduce electricity consumption in commonly used areas/equipment

305-7

AIR EMISSIONS ^

	Boiler Operation (2020)	NOx 174.83 mg/Ncm
		CO 17.57 mg/Ncm
		PM 11 mg/Ncm
	Stand-by Generator Set (2020)	NOx 417.78 mg/Ncm
		CO 34.76 mg/Ncm

No data on Boiler Operation and Stand-by Generator Set for 2019.

*In 2019, we disclosed our air data as 131 mg/Ncm for NOx and 25 mg/Ncm for PM

^ restatement



WATER CONSUMPTION

303-1 SV-HL-140a.1 FB-RN-140a.1

With water supplies in Metro Manila regularly falling below critical levels, Solaire is now looking into how we can actively manage and work toward reducing our water consumption, while ensuring the sustainability of our 24/7 operations.

All of our water intake comes from a third-party supplier, Maynilad. Our water discharge and wastewater treatment requirements are also being managed by a third-party contractor.

Solaire promotes responsible water consumption among all staff, through multi-media coverages and promotion. In turn, our teams monitor the progress of our water-saving projects and maintain the high efficiency of equipment. An example is our chiller plants, which may result into significant amounts of evaporation or steam when not functioning properly. Our engineering teams also conduct regular checks of the pipe system to ensure that any leaks in both liquid water and steam are addressed and fixed.

We recycle water from our Sewage Treatment Plant (STP) and reuse about 50 cubic meters per day. We reuse the water for landscaping around the property, and even cater to recycled water requests from neighboring properties. In addition, we are planning to install sub-meters in areas with high consumption, to better monitor and manage usage. We are also exploring available technologies, such as reverse osmosis, which could be used in the property to help sustain availability of water at all times.



WASTEWATER MANAGEMENT

303-2

Solaire fully complies with all pertinent statutes and regulations covering effluents and wastewater discharges.

We recycle wastewater for landscaping and gardening purposes, and even assist the managers of Entertainment City in their requests for recycled water for their own initiatives. Given this impact, we are seriously ensuring that our wastewater discharges are within the prescribed DENR standards and exploring further opportunities for wastewater re-use.

303-3, 303-4, 303-5

WATER AND WASTEWATER DATA (in cubic meters)		
2020		2019
1,432,681	Water Withdrawal <i>(third-party sourced)</i>	1,449,725
960,948	Water Discharge	953,465
1,432,681	Water Consumption <i>(third-party sourced)</i>	1,449,725
18,300	Water Recycled and Reused	18,250

MATERIALS RECYCLING AND REUSE

306-1, 306-2 FB-RN-150a.2

Solaire's Engineering and Stewardship Departments are responsible for measuring the use and reuse of materials that are generated throughout the operations of Solaire's hotel and casino. The departments sort materials under two categories: renewables and non-renewables.

Renewable materials apply to paper products, plant-based oil, and food wastes such as cartons, newspapers, vegetable oil, and food waste. Non-renewable materials pertain to items with synthetic, plastic, and metal components, such as plastic bottles, cans, electronic scraps, generator oil, busted lamp, inks, dyes, paint, landfilled wastes, and solvent-based paints.

To minimize waste whenever possible, Solaire promotes recycling projects of varying scales. All forms of paper are reused and recycled. Wooden packaging materials are cleaned and refurbished into useful decorations at our food stands and buffet. Old pallets are cleaned and converted for use as tables and decorations in poolside barbecue events. Other forms of wooden packaging are converted into pallets for reuse in the warehouse. Notably, we return and discourage unnecessary packaging from our suppliers — deliveries are unpacked at the loading bay, and only essential items enter the property.

RECYCLABLES



Paper and Carton (kg)

2020 40,444
2019 70,278



Plastic Waste (kg)

2020 156,483
2019 76,599



Tin Soda Cans, Others (kg)

2020 3,763 kg
2019 132,174 kg



Wooden Pallets

2020 72 pcs.
2019 250 pcs.



Printer Toners

2020 922 pcs.
2019 1,324 pcs.

SOLID AND HAZARDOUS WASTE

306-1, 306-2

Solaire identified used batteries, busted fluorescent light bulbs, inorganic chemicals, solvent-based paints, extra dyes & pigments, inorganic and non-halogenated solvents, grease trap wastes, used oils, oil-contaminated materials, pathological clinic wastes, and electrical wastes as the hazardous wastes produced in its operations. These were properly identified and disposed based on guidelines set by the DENR and the LGU.

In addition, our non-hazardous solid wastes were also identified and disposed based on regulatory standards. These wastes include paper-based products, plant-based oil, and food wastes.

Solaire encourages a recycling mindset as a means to cut down on costs, and contribute to a healthier and cleaner operating environment. Whenever feasible, we also compost organic forms of solid waste, for use in our herbal garden and in landscaping our green spaces.

To ensure minimal waste, Solaire lessens waste inputs right from the source, by discouraging and returning all unnecessary packaging that came from our suppliers. To reduce the use

of non-renewable plastics, Solaire has switched from plastic to paper for straws, cutleries and cups. We also are now using brown paper bags for food takeaway. Woven bags are used as laundry bags and as bags for use in our boutiques.

Recyclables are sorted prior to leaving the property, and are collected by contractors accredited by the DENR. Recyclables, such as clear and plastic bottles, cans, papers, metal, and cartons, are bought by an external contractor and is converted to cash in Solaire's Trash for Cash program. Food Waste and Used Oil are disposed through DENR accredited procedures. All printing ink toners are gathered together and given to third party companies for proper disposal. All our waste contractors are accredited by DENR from the start of the program.

Solaire has a Pollution Control Officer (PCO), who together with Purchasing and Stewarding, performs periodic compliance audits. These are to ensure that our third-party waste transporter and treatment facilities comply with regulatory standards.

A Plastic-Free Future at Solaire

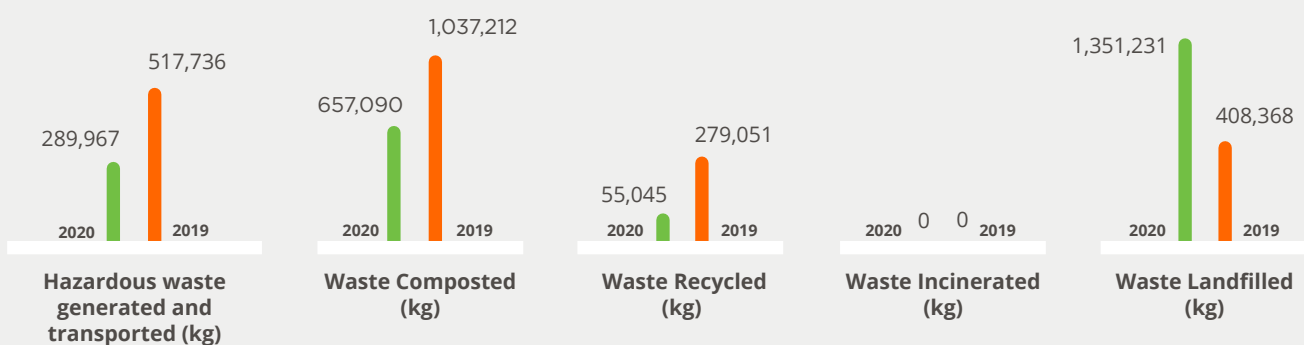
The continued use of plastic presents a significant threat to the environment and our very health. It is very difficult to break the molecular structure of plastic once it has been formed. This means a large fraction of plastics cannot be fully recycled, and many of its particles will continue to choke our rivers and coasts decades after their use.

Despite these dismal facts, Solaire believes that a plastic-free future is still very much possible given the increasing number of alternative materials that can effectively replace plastic in commercial operations.

To wean both our teams and customers away from plastic, we started by shifting to paper straws and cups in 2018. Eventually, we switched to cornstarch cutlery sets wrapped in biodegradable Kraft Paper Packaging in 2019. We then banned plastic shopping, food, and laundry bags, switching to paper and woven materials instead.

The company has started using Sugarcane straws in lieu of paper straws and plastic straws since January 2020. Over-all monthly consumption is at 10,000 pieces for all operational outlets. Our disposable cutleries were also changed to Cornstarch Cutlery Sets in biodegradable Kraft Paper Packaging as compared to the plastic types used before.

306-3, 306-4, 306-5 FB-RN-140a.1



CREATING VALUE FOR SOCIETY: PURPOSE OVER PROFIT

For Bloomberry and Solaire, the financial concerns of business become secondary during a pandemic. What matters more are the pillars and underpinnings that bolster the national economy. This mindset empowered Solaire to fully support the country's COVID-19 strategies and ensure that our weakest sectors could weather the worst periods of this unprecedented twin healthcare and economic crises.



"We will have to tally up the losses later on, the only thing that counts now is defeating the virus. The concerns of businesses are secondary at this point."

CEO Enrique K. Razon, Jr.

In 2020, Bloomberry reported a consolidated net loss of 26%, compared to 20% in net profit for 2019. However, our financial obligation to our investors is only a fraction of our overall economic goal. This truth became more apparent in 2020 when our profit motive took a back seat to a more important goal — ensuring that the whole of society stayed economically viable and equipped to face the pandemic's challenges.

Amid a backdrop of strict lockdowns and social distancing rules, Solaire remained firm in advocating improved public health management, instead of quickly opening the economy for the benefit of big businesses.

Guided by the direction and confidence of our Group Chairman and CEO, overcoming the challenges of the pandemic became the top priority of Solaire in 2020. The Company strongly believes that it remains financially stable moving forward, therefore more efforts should be done on defeating the virus.



ECONOMIC PERFORMANCE

201-1

2020			2019		2020 vs 2019
Amounts in '000 Pesos			Amounts in '000 Pesos		Amounts in '000 Pesos
24,477,101	100%	Direct economic value generated (revenue)	63,523,334	100%	(39,046,233)
Direct economic value distributed:					
13,861,478	57%	Operating costs and payments to suppliers	26,527,558	42%	(12,666,080)
3,615,196	15%	Employee wages and benefits	4,095,309	6%	(12,666)
8,142,176	33%	Dividends given to stockholders and interest payments to loan providers	7,203,822	11%	938,354
4,964,320	20%	Government Taxes	12,322,557	19%	(7,358,237)
237,937	1%	Community investments	538,699	1%	(300,762)
(6,344,006)	-26%	Direct economic value retained	12,835,389	20%	(19,180,947)



DIRECT ECONOMIC VALUE GENERATED

Direct economic value generated pertains to total of Gross gaming revenue after PFRS 15 allocation and Non-gaming and other revenues.

DIRECT ECONOMIC VALUE RETAINED

The year 2020 saw a loss of P6.44 billion from the total revenue of P24.48 billion. This is a decrease of P19.18 billion from 2019 value of P12.84 billion.

DIRECT ECONOMIC VALUE DISTRIBUTED

Operating costs and payments to suppliers refers 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, software and hardware maintenance, communication and transportation, and others. This also includes other operating costs which relate to payments made to suppliers including foreign exchange losses (gains) associated with these payments.

Government taxes pertains to remittances to PAGCOR, BIR and other government agencies; in the form of taxes reported as taxes and licenses reported under operating costs and expenses, and as provision for current income tax.

Dividends given to stockholders and interest payments to loan providers pertains to the total of dividends declared and Interest expense reported in 2019.

Employee wages and benefits refers to salaries and benefits presented under operating costs and expenses.

Community Investments (e.g. donations, CSR) are included as part of taxes and licenses in the company's SEC form 17- A; and pertains to donations to Bloomberg Cultural Foundation, Inc. that are funded in accordance with the license agreement with PAGCOR.

*Detailed information on the Company's financial performance can be found in the Annual Report (SEC Form 17-A), posted on [Bloomberg's website](#).

CORPORATE SOCIAL RESPONSIBILITY: 2020 HIGHLIGHTS

203-1, 203-2, 413-1, 413-2

Given the intricate and massive nature of the challenges we all faced in 2020, Bloomberry and Solaire focused on allocating funds and creating an enabling environment to assist the government in strategic areas of intervention. These concerted actions and donated funds brought public goods to those who needed it most urgently. All these programs were done through our Bloomberry Cultural Foundation, Inc., our CSR-arm in partnership with PAGCOR, and Solaire Cares, our employees' volunteer program.

Total Donations
P872.2 MILLION

Environment and Health Donations (in Pesos):

617.8 million COVID-19 related donations	4.2 million Donations to PNP Crimelab
203.1 million Mega Quarantine Facility	3.3 million San Andres Quezon Hospital Construction
18.7 million Taal Relief Operations	3.0 million Donations for medicines and medical supplies to Paranaque City LGU
17.0 million OFW Hospital Project in Pampanga	

Cultural Heritage (in Pesos)

5.0 million
Donation to the Film Development Council of the Philippines



Outside of Bloomberry's core economic contributions to the Philippines, we manage and conduct strategic social development interventions through Bloomberry Cultural Foundation Inc. BCFI's programs support PAGCOR's charter to allocate 2% of BRHI's GGR from non-junket tables into strategic developmental and national socio-civic programs as approved by PAGCOR.



Solaire's employees continue to share their acts of volunteerism in the face of the calamities of 2020.

Solaire Cares is a program composed of volunteer team members that help rebuild communities, contributes to the environment, assists in youth value formation, inspires life and hope for the elderly, and supports developmental institutions that work for the welfare of local communities. Many of our team members voluntarily share their knowledge, experience, and time to participate in programs in strategic areas, which Solaire can help improve the lives of various groups.

TEST, TRACE, TREAT

In April 2020, Bloomberry and Solaire became an integral part of Taskforce T3 (Test, Trace, Treat) — a private-sector coalition of prominent Philippine businesses that supported the government's Inter-Agency Task Force on Emerging Infectious Diseases (IATF) and Department of Health (DOH) in combatting the virus, particularly in the areas of supply chain and distribution logistics.

Under this coalition, we became part of a tripartite agreement to ensure the availability of around two million AstraZeneca vaccines that the alliance will donate to the Philippine government. Bloomberry CEO Enrique K. Razon, Jr. banded together with Manuel Pangilinan, Jaime Augusto Zobel de Ayala, Tessie Cason, Ramon Ang, and other business leaders in signing the agreement with AstraZeneca in cooperation with the UK government.





QUARANTINE FACILITY

In September, BCFI and PAGCOR turned over Manila's largest quarantine facility to the IATF. The facility consisted of eight air-conditioned tents with 75 beds per tent that could accommodate 600 patients who were asymptomatic or have mild symptoms.

Funded by Bloomberg to prevent the spread of the virus, the facility focused on patients who could not quarantine themselves at home effectively. Every patient in the facility got their private enclosed cubicle with a bed, desk, chair, and power outlets.

Aside from beds, the facility also had basic laundry facilities and separate toilets and showers for male and female patients. A separate clean-zone tent with toilets, showers, lockers, and a mess hall, accommodated medical staff. Another separate tent housed and stabilized patients whose symptoms progressed. If some patients' conditions worsened, the medical staff transferred them immediately to partner COVID-19 hospitals in the city.

In addition, BCFI supported the retrofitting of quarantine facilities at the Philippine General Hospital, Rizal Memorial Sports Complex, and the Ninoy Aquino Stadium.

SUPPORT FOR OUR FRONTLINERS

Besides joining T3 and developing a mega quarantine facility, Bloomberg also donated PPE, ventilators, rapid test kits, PCR machines, medical equipment, and a host of other essential healthcare supplies to various government hospitals in the National Capital Region and nearby provinces, including Armed Forces of the Philippines (AFP) and Philippine National Police (PNP) hospitals. These include:

- Three sets of PCR System
- Ten sets of ventilators
- Two biological safety cabinets
- 155,160 pieces of N95 facemasks
- 110,000 pieces of Hazmats
- 100,000 pieces of goggles
- 432,400 pieces of shoe protection
- 355,000 sets of test kits

BCFI distributed these medical supplies and equipment to the Philippine General Hospital, Philippine Lung Center, Ospital ng Maynila Medical Center, National Center for Mental Health, Cardinal Santos Medical Center, Quirino Memorial Medical Center, Dr. Fe del Mundo Medical Center, Philippine Heart Center, East Avenue Medical Center, Jose R. Reyes Memorial Medical Center, San Lazaro Hospital, Pasig Hospital, Dr. Jose Rodriguez Hospital, Caloocan City North Medical Center, Caloocan City South Medical Center, and Dasmariñas City Hospital.

Solaire's Culinary and Food & Beverage teams provided daily meal packs during the Enhanced Community Quarantine (ECQ). A total of 6,540 food packs, freshly prepared daily were prepared

for frontliners from the Paranaque City Health Office, while another 100 were prepared for frontliners at the Makati Medical Center and the South Superhighway Medical Center.

Solaire donated PPEs for use by frontliners from the Paranaque Animal Rescue Team and the Paranaque City Veterinarian's Office for spray and neuter activities, animal vaccination and rabies prevention. In addition, humane handling of stray cats and dogs at Solaire was done by ensuring that our current Pest Control Operator, Entech is trained by the City Veterinarian's office in proper handling of strays within Animal Welfare requirements.





DISASTER RELIEF EFFORTS

In January 2020, before the World Health Organization declared COVID-19 a global pandemic, Bloomberg Cultural Foundation Inc. and PAGCOR have already been collaborating closely with the government to assist thousands of families affected by the Taal eruption. BCFI's contribution to the overall donation efforts total more than P18.7 million, with total contributions reaching P25 million. Solaire employees through Solaire Cares, and employees

from BCFI packed more than 11,000 relief packs together with members of the Philippine Army (PA) and the Philippine National Police (PNP).

BCFI and Solaire Cares also conducted relief packing operations for communities affected by typhoons that hit the country last October and November 2020.

LOOKING AFTER MIGRANT WORKER AND LOCAL COMMUNITY WELFARE

Solaire reaffirms its commitment to the construction of the first-ever Overseas Filipino Workers (OFW) Hospital and Diagnostic Centre in the City of San Fernando, Pampanga. This health complex will strategically cater to the healthcare needs of OFWs and their dependents.

Around P17 million was donated in 2020 to the project that was signed through a Memorandum of Understanding by BCFI, the Pampanga Provincial Government, The Departments of Labor and Employment (DOLE), Health (DOH), and the Philippine Amusements and Gaming Corporation (PAGCOR). The Hospital is estimated to be completed by December 2021.

BCFI sponsored in 2020 the construction of the first-ever hospital in San Andres, Quezon. The 25-bed facility, expected to be completed in 2021, will have isolation rooms, semi-private rooms, 6-bed-wards and a neonatal intensive care unit (NICU). It will also have 4 emergency rooms, 2 operating/delivery rooms and provisions for consultation rooms and out-patient consultation rooms.

BCFI donated medicines, medical supplies, and equipment to support the efforts of Paranaque City LGU to fight the COVID-19 pandemic worth P3 million.



CULTURAL HERITAGE

In 2020, BCFI also donated additional P5 million related to the Film Development Council of the Philippines (FDCP) to fund the production of cinematic feature film with a working title of "Bangsa, Lupang Hinirang".

SUPPLY CHAIN MANAGEMENT AND PROCUREMENT PRACTICES

Bloomberry and Solaire view our leadership position in the Philippine gaming industry as an opportunity to develop enduring and meaningful relationships with our suppliers and contractors. We collaborate with numerous vendors, contractors, and third-party service providers in ways that uphold key environmental criteria and longstanding social values.

Solaire divides supply chain management functions among various departments that work independently from one another. They are responsible for warehousing and storage services, sourcing and procurement processes, and a shared logistics management system.

The Solaire Procurement department is tasked with the following:

1. Identifying and recognizing the real needs of the organization;
2. Selecting the right vendors and purchasing strategy; and
3. Obtaining those identified needs in the right balance of quality, cost, and timeliness.

The commitment of funds on the purchase of the organization's goods and services is centralized and is solely performed by the Procurement department.

	2020	2019
Total Number of vendors	929 100%	919 100%
Number of local vendors*	839 90%	829 90%
Number of foreign vendors	90 10%	90 10%
Percentage of spending on local suppliers based on purchase orders^	70%	63%

*Local suppliers are defined as vendors and service providers whose companies are registered and incorporated within the Philippines.

^Spend was based on POs issued to vendors January to December of each year

ASSESSMENT FOR ENVIRONMENTAL AND SOCIAL CRITERIA

308-1, 414-1 FB-RN-430a.2 FB-RN-430a.3

We have established a pre-qualification process through our third-party accreditor, Dun and Bradstreet (D&B). Through D&B, we conduct due diligence and ensure our vendor's legitimacy and performance capabilities in meeting our high standards in food safety, supplier code of conduct, workplace and facility standards, human rights, and the environment.

Solaire complies with all relevant and applicable third-party environmental and social standards. These include

1. ISO-2200 standards and guidelines;
2. Food Safety Audits conducted by our internal hygiene department and third-party auditors;
3. Regular HACCP training;
4. OSH training; and
5. Dun and Bradstreet accreditation.

We also periodically check and collect valid regulatory documents like business permits, sanitary permits, DENR-issued environmental permits, certifications from the National Meat Inspection Services (NMIS) for animal welfare standards, and other local government requirements.

	2020	2019
Percentage of New Suppliers Assessed for Environmental and Social Criteria	3%	18%
Percentage of Food Purchased that Meets Environmental and Social Sourcing Standards	100%	No Data
Percentage of Food Purchased that has been Certified to a Third-Party Environmental and Social Standards	100%	No Data

TOWARDS EXCELLENCE IN GOVERNANCE



Good corporate governance is a hallmark of every responsible organization. It also attracts more partners and the right kinds of investments. As such, Bloomberg Resorts Corporation encourages all its business partners and stakeholders to demand the highest levels of good governance from our management and top executives.

Through our Board of Directors, Bloomberg creates the channels and platforms that strengthen Solaire's transparency and accountability culture. These include prudent and effective management, an efficient management information system, effective risk management, reliable financial and operational reporting systems, and compliance with laws, rules, regulations, and contracts.

Solaire fully complies with the Code of Corporate Governance as mandated by the Securities and Exchange Commission (SEC). This code specifies the role, duties, and responsibilities of our Board of Directors in line with Philippine laws and is entirely

consistent with the recognized principles of good corporate governance.

Bloomberg integrated Health and Safety in Corporate Governance measures in 2020 through the full support of efforts of the SEC through Memorandum 6-2020 on Teleconferencing and Video Conferencing in Regular and Special Meetings as a response to the COVID-19 pandemic. As such, Bloomberg conducted the first Virtual Annual Stockholder's Meeting held last June 18, 2020. Presided by Board Chairman and Chief Executive Officer Enrique K. Razon, and assisted by Corporate Secretary Silverio Benny J. Tan, the meeting was attended by all members of the Board of Directors and close to 100 guests including shareholders. In addition, regular meetings of the Board of Directors were conducted in 2020 through videoconferencing and teleconferencing.

GOVERNANCE STRUCTURE

102-18

As the highest governing authority within the Company's management structure, Bloomberry's Board of Directors is responsible for Solaire's overall stewardship. The Board upholds its Manual on Good Governance and steers the company toward sustainability and long-term success. The Board also ensures that Solaire's obligations to its stakeholders are met while adhering to best practices in corporate governance in the Philippines.

The Board provides an independent check on Solaire's management; and ensures that the company's values are translated into effective policies and programs that enable Solaire to achieve its objectives, in a manner that upholds the best interests of its stakeholders.

The Board is composed of seven highly competent members. Our directors come from diverse backgrounds and have the collective expertise to properly respond to the strategic needs of a growing business with complex needs. The directors are elected annually and serve for a term of one year. 2 out of the 7 members of the board

are non-executive and independent directors. The Board spearheads the annual review of Solaire's Vision, Mission and values, and revisits its annual corporate strategy and means of implementation. The Board ensures that it conducts itself with honesty and integrity, in the performance of its various duties and functions. These include providing a strong system of checks and balances; maintaining an effective investor relations program; and ensuring Solaire's faithful compliance to all applicable laws, regulations and applicable best business practices, among other key tasks.

BOARD OF DIRECTORS AND EXECUTIVE OFFICERS

CHAIRMAN OF THE BOARD AND CHIEF EXECUTIVE OFFICER	ENRIQUE K. RAZON JR. FILIPINO
VICE CHAIRMAN	JOSE EDUARDO J. ALARILLA FILIPINO
VICE CHAIRMAN, CONSTRUCTION AND REGULATORY AFFAIRS	DONATO C. ALMEDA FILIPINO
PRESIDENT AND CHIEF OPERATING OFFICER	THOMAS ARASI AMERICAN
DIRECTOR	CHRISTIAN R. GONZALEZ FILIPINO
INDEPENDENT DIRECTOR	CARLOS C. EJERCITO FILIPINO
INDEPENDENT DIRECTOR	JUSTICE JOSE P. PEREZ FILIPINO
CORPORATE SECRETARY AND COMPLIANCE OFFICER	ATTY. SILVERIO BENNY J. TAN FILIPINO

COMMITTEES AND THEIR RESPONSIBILITIES

THE AUDIT COMMITTEE

The Audit Committee consists of three non-executive directors, who shall preferably have accounting and/or finance backgrounds. The Committee's main function is to assist the Board in the performance of its oversight responsibility for the financial reporting process. The Committee also oversees compliance with tax, legal and regulatory

THE ENTERPRISE RISK MANAGEMENT (ERM) COMMITTEE

The Enterprise Risk Management (ERM) Committee consists of three directors, majority of whom shall be non-executive. The Committee has the responsibility to assist the Board in ensuring that there is an effective and integrated risk management process in place to arrive at

THE RELATED PARTY TRANSACTIONS (RPT) COMMITTEE

The Related Party Transactions (RPT) Committee consists of three directors, majority of whom shall be non-executive. The Committee has the responsibility to assist the Board in reviewing all material Related Party Transactions (RPT) of the Corporation.

NOMINATION COMMITTEE

Composed of at least three members, one of whom should be an independent director. The Committee reviews and evaluates qualifications of all persons nominated to the Board and other appointments that require Board approval; and assesses the effectiveness of the Board's processes and procedures in the election or replacement of directors.

COMPENSATION OR REMUNERATION COMMITTEE

Composed of at least three members, one of whom should be an independent director. The Committee is tasked to establish a formal and transparent procedure for developing a policy on remuneration of directors and officers, and to ensure that their compensation is consistent with the Company's culture, strategy, and the business environment in which it operates.

ANTI-CORRUPTION

205-1, 205-2, 205-3

Solaire champions the value of good governance by maintaining policies that prevent employees from engaging in illegal and corrupt practices. Our Manual of Good Governance, Declaration of Affiliation, and Procurement Manual contain and explain Bloomberg's unequivocal position against bribery and corruption.

Furthermore, every Solaire employee receives a copy of Solaire's Team Member Code of Good Behavior (TMCGB), which sets out clear procedures for preventing and addressing actual incidents of corruption. We also maintain an extensive list of conflict of interest violations to guard our company and customers' interest.

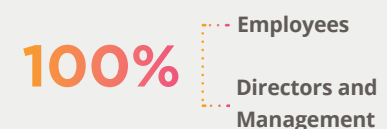
Every red flag or allegation of corruption at Solaire is swiftly and judiciously evaluated based on evidence and following the Manual of Good Governance and Code of Good Behavior. Our suppliers, too, are educated on Solaire's strict ethical standards before the awarding of any supplier contract.

For 2019 and 2020, all incidents of corruption were internally resolved after going through due process. Cases include asking and/or accepting gifts from our stakeholders, or granting undue favor to the stakeholder, which resulted in suspension or termination.

Anti-corruption policies and procedures have been communicated to by the organization:



Received Anti-corruption Training:



ETHICAL AND LAWFUL BEHAVIOR

307-1, 419-1

Hotel and gaming are highly competitive industries that are heavily regulated by the Philippine government. To date, neither Sureste Properties nor Bloomberry Resorts and Hotels has been involved in any case involving Republic Act 10667, or the "Philippine Competition Act." This law

prohibits and penalizes anti-competitive agreements, abuse of dominant position, and anti-competitive mergers and acquisitions. In addition, there were no significant fines or non-monetary sanctions for non-compliance with any laws and/or regulations related to socio-economic and environmental impacts in 2020.

PROMOTING HUMAN RIGHTS

408-1, 409-1 SV-HL-310a.2
SV-HL-310a.4 FB-RN-260a.2
FB-RN-310a.3

Forced labor and child labor are two human rights issues that we seek to always keep in check. There have been no employee grievances involving forced labor at Solaire. We ensure that we comply with all labor standards, including hours worked, overtime pay, rest days, and paid leaves. Solaire has also adopted a sophisticated scheduling system that ensures that our team members' respective schedules are duly distributed and recorded. Over-time work is voluntary and is compensated accordingly.

We follow a thorough employment process within our operations that guarantees that no

person below 18 years is employed at Solaire. We do not deploy any employee under the age of 21 in the gaming area. We also prohibit anyone under the age of 21 from entering the casino premises as mandated by law.

In addition, we are aware that agriculture remains to be the sector where most child laborers can be found at 58%, as reported by the International Labour Organization. Therefore, we ensure that our food supplies come from reputable suppliers who have undergone a stringent accreditation process that includes on-site inspections and third-party audits.

ANTI-MONEY LAUNDERING

205-3 SV-CA-510a.1
SV-CA-510a.2

All casinos in the Philippines are covered by the Anti-Money Laundering Act (AMLA or R.A. No 9160, as amended). Therefore, we exert due diligence with regards to money laundering or any form of fraud to maintain Solaire's untarnished reputation as an ethical gaming operator.

In December 2018, we performed an Institutional Risk Assessment (IRA) to determine Solaire's money laundering and terrorism financing risk. As a result of this assessment, Solaire revised our Money Laundering (ML) and Terrorist Financing (TF) Prevention Program (MLPP) in May 2019 to establish better controls that would deter ML and TF through (a) customer due diligence; (b) record keeping and retention; and (c) covered and suspicious transaction reporting. Our updated MLPP prescribes a comprehensive training program for all team members involved in fulfilling our obligations regarding anti-money laundering-combating the financing of terrorism (AML-CFT). The program also provides a screening process to ensure that only qualified persons without criminal records of adverse ML/TF-related circumstances in their backgrounds are employed at Solaire.

Solaire's AML-CFT Compliance Organization was established to lead Solaire's ML/TF prevention efforts through senior management involvement, periodic risk assessment, internal audit, and cooperation with regulators.

In October 2020, we partially deployed Base60 — an electronic AML-CFT monitoring and reporting system, in compliance with the Casino Implementing Rules and Regulations. Base60 is capable of watchlist screening, generating accurate and timely regulatory reports, and semi-automation of risk profiling activities. Solaire is the first Entertainment City gaming licensee to employ an electronic system to perform algorithm-based monitoring of casino cash transactions.

Bloomberry Resorts and Hotels, Inc. (BRHI) received summons last September 2020 from the Supreme Court of the State of New York in the United States for a civil, money laundering complaint filed by Bangladesh Bank against BRHI and Solaire, along with Rizal Commercial Banking Corporation and 14 other persons and entities. More information may be found in the [Bloomberry Resorts Corporation Disclosures section](#).

Proceedings Related to Money Laundering and the Bangladesh Bank

In February 2019, BRHI received the summons and complaint as one of 17 Philippine companies and individuals that the Bangladesh Bank impleaded in the civil suit that it filed in the US District Court in New York against RCBC for recovery of the US\$81 million allegedly stolen from Bangladesh Bank account with the Federal Reserve Bank in New York that were allegedly laundered through Philippine casinos. BRHI through counsel has filed a motion to dismiss the case for lack of subject matter jurisdiction and for forum non-conveniens. On March 20, 2020, the Federal Court of New York granted the motion to dismiss the case. Bangladesh Bank has filed an appeal of the dismissal with the U.S. Court of Appeals.

On September 23, 2020, BRHI received the summons in the civil complaint filed by Bangladesh Bank against RCBC and 16 other Philippine companies and individuals (including BRHI) in the New York State Court. The complaint in the State Court is for: conversion/ theft/ misappropriation; aiding and abetting the same; conspiracy to commit the same; fraud (against RCBC); aiding and abetting and conspiracy to commit fraud; conspiracy to commit trespass against chattels; unjust enrichment; and return of money received. On December 9, 2020, BRHI filed its motion to dismiss the case because the court has no jurisdiction over BRHI, the Philippines is the proper forum for the dispute, and the plaintiff's allegation is insufficient to plead any claim against BRHI under New York Law.

GRI CONTENT INDEX ¹⁰²⁻⁵⁵

This report has been prepared in accordance with the Core option.

DISCLOSURE	TOPIC	PAGE NUMBER AND/OR DIRECT ANSWER
GRI 101: Foundation 2016		
General Disclosures		
GRI 102: General Disclosures 2016		
Organizational Profile		
GRI 102-1	Name of the organization	6
GRI 102-2	Activities, brands, products, and services	7
GRI 102-3	Location of headquarters	6
GRI 102-4	Location of operations	6
GRI 102-5	Ownership and legal form	See Annual Report and SEC Form 17-A
GRI 102-6	Markets served	6
GRI 102-7	Scale of the organization	6-7, 32, 47
GRI 102-8	Information on employees and other workers	32
GRI 102-9	Supply chain	54
GRI 102-10	Significant changes to the organization and its supply chain	There were no changes on the supply chain in 2020
GRI 102-11	Precautionary Principle or approach	http://bloomberly.ph/file-manager/file-manager/Enterprise%20Risk%20Management%20Policy/BRC%20-%20ERM%20Policy.pdf
GRI 102-12	External initiatives	Not applicable
GRI 102-13	Membership of associations	Hotel and Restaurant Association of the Philippines, Philippine Hotel Owners Association
Strategy		
GRI 102-14	Statement from senior decision-maker	3
Ethics and Integrity		
GRI 102-16	Values, principles, standards, and norms of behavior	12
Governance		
GRI 102-18	Governance Structure	56
Stakeholder Engagement		
GRI 102-40	List of stakeholder groups	17
GRI 102-41	Collective bargaining agreements	35
GRI 102-42	Identifying and selecting stakeholders	17
GRI 102-43	Approach to stakeholder engagement	17
GRI 102-44	Key topics and concerns raised	17
Reporting Practice		
GRI 102-45	Entities included in consolidated financial statements	About the Report
GRI 102-46	Defining report content and topic boundaries	16-20
GRI 102-47	List of material topics	16-20
GRI 102-48	Restatements of information	41, 42
GRI 102-49	Changes in reporting	Not applicable
GRI 102-50	Reporting period	About the Report
GRI 102-51	Date of most recent report	About the Report
GRI 102-52	Reporting Cycle	About the Report
GRI 102-53	Contact points for questions regarding the report	About the Report
GRI 102-54	Claims of reporting in accordance with the GRI standards	About the Report
GRI 102-55	GRI content index	59

TOPIC	DISCLOSURE	TOPIC	PAGE NUMBER AND/OR DIRECT ANSWER
Economic performance			
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	47
	GRI 103-2	The management approach and its components	47
	GRI 103-3	Evaluation of the Management Approach	47
GRI 201: Economic Performance 2016	GRI 201-1	Direct Economic values generated & distributed	47
	GRI 201-3	Defined benefit plan obligations and other retirement plans	35
GRI 203: Indirect Economic Impacts 2016	GRI 203-1	Infrastructure investments and services supported	49-50, 53
	GRI 203-2	Significant indirect economic impacts	49-50, 53
Procurement			
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	54
	GRI 103-2	The management approach and its components	54
	GRI 103-3	Evaluation of the Management Approach	54
GRI 204: Procurement Practices 2016	GRI 204-1	Proportion of spending on local suppliers	54
GRI 308: Supplier Environmental Assessment 2016	GRI 308-1	New suppliers that were screened using environmental criteria	54
GRI 414: Supplier Social Assessment 2016	GRI 414-1	New suppliers that were screened using social criteria	54
Compliance			
Anti-corruption Compliance			
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	57
	GRI 103-2	The management approach and its components	57
	GRI 103-3	Evaluation of the Management Approach	58
GRI 205: Anti-corruption 2016	GRI 205-1	Operations assessed for risks related to corruption	57
	GRI 205-2	Communication and training about anti-corruption policies and procedures	57
	GRI 205-3	Confirmed incidents of corruption and actions taken	57-58
Environmental and Socioeconomic Compliance			
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	40, 58
	GRI 103-2	The management approach and its components	40, 58
	GRI 103-3	Evaluation of the Management Approach	40, 58
GRI 307: Environmental Compliance 2016	GRI 307-1	Non-compliance with environmental laws and regulations	58
GRI 419: Socioeconomic Compliance 2016	GRI 419-1	Non-compliance with laws and regulations in the social and economic area	58
Energy			
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	40-42
	GRI 103-2	The management approach and its components	40-42
	GRI 103-3	Evaluation of the Management Approach	40-42
GRI 302: Energy 2016	GRI 302-1	Energy Consumption Within the organization	41
	GRI 302-3	Energy intensity	41
	GRI 302-4	Reduction of energy consumption	41
	GRI 302-5	Reductions in energy requirements of products and services	42
Emissions			
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	40-42
	GRI 103-2	The management approach and its components	40-42
	GRI 103-3	Evaluation of the Management Approach	40-42
GRI 305: Emissions 2016	GRI 305-1	Direct (Scope 1) GHG Emissions	41
	GRI 305-2	Energy indirect (Scope 2) GHG Emissions	41
	GRI 305-4	GHG Emissions Intensity	41
	GRI 305-5	Reduction of GHG Emissions	41
	GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	42

TOPIC	DISCLOSURE	TOPIC	PAGE NUMBER AND/OR DIRECT ANSWER
Water			
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	42-43
	GRI 103-2	The management approach and its components	42-43
	GRI 103-3	Evaluation of the Management Approach	42-43
GRI 303: Water and Effluents 2018	GRI 303-1	Interactions with water as a shared resource	42
	GRI 303-2	Management of water discharge-related impacts	43
	GRI 303-3	Water withdrawal	43
	GRI 303-4	Water discharge	43
	GRI 303-5	Water consumption	43
Waste			
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	40, 43-44
	GRI 103-2	The management approach and its components	40, 43-44
	GRI 103-3	Evaluation of the Management Approach	43-44
GRI 306: Waste 2020	GRI 306-1	Waste generation and significant waste-related impacts	43-44
	GRI 306-2	Management of significant waste-related impacts	43-44
	GRI 306-3	Waste generated	44
	GRI 306-4	Waste diverted from disposal	44
	GRI 306-5	Waste directed to disposal	44
Labor practices and employee relations			
Employment			
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	31
	GRI 103-2	The management approach and its components	31, 36
	GRI 103-3	Evaluation of the Management Approach	31
GRI 401: Employment 2016	GRI 401-1	New employee hires and employee turnover	34
	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	35
	GRI 401-3	Parental leave	35
Occupational Health and Safety			
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	14, 22, 28
	GRI 103-2	The management approach and its components	22, 38
	GRI 103-3	Evaluation of the Management Approach	22, 38
GRI 403: Occupational Health and Safety 2018	GRI 403-1	Workers representation in formal joint management-work health and safety committees	38
	GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	38
	GRI 403-3	Occupational health services	31
	GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	38
	GRI 403-5	Worker training on occupational health and safety	38
	GRI 403-6	Promotion of worker health	31
	GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	22
	GRI 403-8	Workers covered by an occupational health and safety management system	38
	GRI 403-9	Work-related injuries	38
	GRI 403-10	Work-related ill health	(There were no work-related ill-health reported in 2020.)
Training and Education			
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	37
	GRI 103-2	The management approach and its components	36-37
	GRI 103-3	Evaluation of the Management Approach	37
GRI 404: Training and Education 2016	GRI 404-1	Average hours of training per year per employee by employee	37
	GRI 404-2	Programs for upgrading employee skills and transition assistance program	37

TOPIC	DISCLOSURE	TOPIC	PAGE NUMBER AND/OR DIRECT ANSWER
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	31
	GRI 103-2	The management approach and its components	31
	GRI 103-3	Evaluation of the Management Approach	31
GRI 405: Diversity and Equal Opportunity 2016	GRI 405-1	Diversity of governance bodies and employees	33
	GRI 405-2	Ratio of basic salary of women to men	35
GRI 406: Non-discrimination 2016	GRI 406-1	Incidents of discrimination and actions taken	No incidents were reported in 2020
Labor Issues			
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundary	58
	GRI 103-2	The management approach and its components	58
	GRI 103-3	Evaluation of the management approach	58
GRI 408: Child Labor 2016	GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	58
GRI 409: Forced or Compulsory Labor 2016	GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	58
Security Practices			
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	28
	GRI 103-2	The management approach and its components	28
	GRI 103-3	Evaluation of the Management Approach	28
GRI 410: Security Practices 2016	GRI 410-1	Security personnel trained in human rights policies or procedures	28
Community Development			
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	49
	GRI 103-2	The management approach and its components	49
	GRI 103-3	Evaluation of the Management Approach	49
GRI 413: Local Communities 2016	GRI 413-1	Operations with local community engagement, impact assessments, and development programs	49-50, 53
	GRI 413-2	Operations with significant actual and potential negative impacts on local communities	49-50, 53
Customer Service			
Marketing and Labeling			
GRI 417: Marketing and Labeling 2016	GRI 417-2	Incidents of non-compliance concerning product and service information and labelling	No incidents were reported in 2020
	GRI 417-3	Incident of non-compliance concerning marketing communications	No incidents were reported in 2020
Customer Privacy			
GRI 103: Management Approach 2016	GRI 103-1	Explanation of the material topic and its Boundaries	24
	GRI 103-2	The management approach and its components	24
	GRI 103-3	Evaluation of the Management Approach	24
GRI 418: Customer Privacy 2018	GRI 418-1	Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data	24

SASB INDEX

This report was prepared based on the Hotels and Lodging, Casinos and Gaming, and Restaurants Standards of the Sustainability Accounting Standards Board.

HOTELS AND LODGING

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	PAGE	REMARKS
Energy Management	(1) Total energy consumed	Quantitative	Gigajoules (GJ), Percentage (%)	SV-HL-130a.1	37	given in kWh, monthly ave.
	(2) percentage grid electricity				—	100%
	(3) percentage renewable				—	0%
Water Management	(1) Total water withdrawn	Quantitative	Thousand cubic meters (m ³), Percentage (%)	SV-HL-140a.1	42	
	(2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress				42	
Ecological Impacts	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	Quantitative	Number	SV-HL-160a.1	—	There are no lodging facilities within areas with potential ecological impacts
	Description of environmental management policies and practices to preserve ecosystem services	Discussion and Analysis	n/a	SV-HL-160a.2	34	Project SAVE
Labor Practices	(1) Voluntary and (2) involuntary turnover rate for lodging facility employees	Quantitative	Rate	SV-HL-310a.1	58	Not broken down into voluntary/involuntary
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	Reporting currency	SV-HL-310a.2	—	Promoting Human Rights ("no employee grievances")
	(1) Average hourly wage and	Quantitative	Reporting currency, Percentage (%)	SV-HL-310a.3	—	For disclosure in 2021
	(2) percentage of lodging facility employees earning minimum wage, by region				—	
	Description of policies and programs to prevent worker harassment	Discussion and Analysis	n/a	SV-HL-310a.4	58	
Climate Change Adaptation	Number of lodging facilities located in 100-year flood zones	Quantitative	Number	SV-HL-450a.1	—	There are no lodging facilities located in 100-year flood zones.
	ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	PAGE	REMARKS
	Number of available room-nights	Quantitative	Number	SV-HL-000.A	23	
	Average occupancy rate	Quantitative	Rate	SV-HL-000.B	23	
	Total area of lodging facilities	Quantitative	Square meters	SV-HL-000.C	23	
	Number of lodging facilities and the percentage that are: (1) managed, (2) owned and leased, (3) franchised	Quantitative	Number, Percentage (%)	SV-HL-000.D	23	

CASINOS AND GAMING

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	PAGE	REMARKS
Energy Management	(1) Total energy consumed	Quantitative	Gigajoules (GJ), Percentage (%)	SV-CA-130a.1	37	
	(2) percentage grid electricity				—	100%
	(3) percentage renewable				—	0%
Responsible Gaming	Percentage of gaming facilities that implement the Responsible Gambling Index	Quantitative	Percentage (%) by revenue	SV-CA-260a.1	not applicable	
	Percentage of online gaming operations that implement the National Council on Problem Gambling (NCPG) Internet Responsible Gambling Standards			SV-CA-260a.2	not applicable	
Smoke-free Casinos	Percentage of gaming floor where smoking is allowed	Quantitative	Percentage (%) of gaming floor area	SV-CA-320a.1	—	Refer to Solaire's website (https://www.solaireresort.com/)
	Percentage of gaming staff who work in areas where smoking is allowed		Percentage (%) of man-hours	SV-CA-320a.2	—	
Internal Controls on Money Laundering	Description of anti-money laundering policies and practices	Discussion and Analysis	n/a	SV-CA-510a.1	58	
	Total amount of monetary losses as a result of legal proceedings associated with money laundering	Quantitative	Reporting currency	SV-CA-510a.2	58	
	ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	PAGE	REMARKS
	Number of tables	Quantitative	Number	SV-CA-000.A	—	Refer to Solaire's website (https://www.solaireresort.com/)
	Number of slots	Quantitative	Number	SV-CA-000.B	—	
	Number of active online gaming customers	Quantitative	Number	SV-CA-000.C	—	Solaire does not have online gaming activities
	Total area of gaming floor	Quantitative	Square meters (m ²)	SV-CA-000.D	7	

RESTAURANTS

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	PAGE NUMBER	REMARKS
Energy Management	(1) Total energy consumed	Quantitative	Gigajoules (GJ), Percentage (%)	FB-RN-130a.1	37	given in kWh, monthly average
	(2) percentage grid electricity				—	100%
	(3) percentage renewable				—	0%
Water Management	(1) Total water withdrawn	Quantitative	Thousand cubic meters (m ³), Percentage (%)	FB-RN-140a.1	42	
	(2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress				42	
Food & Packaging Waste Management	(1) Total amount of waste	Quantitative	Metric tons (t), Percentage (%)	FB-RN-150a.1	44	
	(2) percentage food waste	Quantitative			—	
	(3) percentage diverted	Quantitative			—	Information to be provided in 2021
	(1) Total weight of packaging	Quantitative	FB-RN-150a.2	—		
	(2) percentage made from recycled and/or renewable materials	Quantitative		—	Information to be provided in 2021	
	(3) percentage that is recyclable, reusable, and/or compostable	Quantitative		—	Information to be provided in 2021	
Food Safety	(1) Percentage of restaurants inspected by a food safety oversight body, (2) percentage receiving critical violations	Quantitative	Percentage (%)	FB-RN-250a.1	25	There were no critical violations received in 2020.
	(1) Number of recalls issued and (2) total amount of food product recalled	Quantitative	Number, Metric tons (t)	FB-RN-250a.2	25	
	Number of confirmed foodborne illness outbreaks, percentage resulting in U.S. Centers for Disease Control and Prevention (CDC) investigation	Quantitative	Number, Percentage (%)	FB-RN-250a.3	not applicable	
Nutritional Content	(1) Percentage of meal options consistent with national dietary guidelines and (2) revenue from these options	Quantitative	Percentage (%), Reporting		not applicable	
	Description of policies and programs to prevent worker harassment	Quantitative	n/a	FB-RN-260a.1	58	
	Number of advertising impressions made on children, percentage promoting products that meet national dietary guidelines for children	Quantitative	Number	FB-RN-260a.2	not applicable	
Labor Practices	(1) Voluntary and (2) involuntary turnover rate for lodging facility employees	Quantitative	Rate	FB-RN-310a.1	34	Not broken down into voluntary/involuntary
	(1) Average hourly wage and (2) percentage of lodging facility employees earning minimum wage, by region	Quantitative	Reporting currency, Percentage (%)	FB-RN-310a.2	—	Information to be provided in 2021
	Total amount of monetary losses as a result of legal proceedings associated with (1) labor law violations and (2) employment discrimination	Quantitative	Reporting currency	FB-RN-310a.3	58	
Supply Chain Management & Food Sourcing	Percentage of food purchased that (1) meets environmental and social sourcing standards and (2) is certified to third-party environmental and/or social standards	Quantitative	Percentage (%) by cost	FB-RN-310a.3	54	
	Percentage of (1) eggs that originated from a cage-free environment and (2) pork that was produced without the use of gestation crates	Quantitative	Percentage (%) by number, Percentage (%) by weight	FB-RN-430a.2	—	Information to be provided in 2021
	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	Discussion and Analysis	n/a	FB-RN-430a.3	54	
	ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	PAGE NUMBER	REMARKS
	Number of (1) company-owned and (2) franchise restaurants	Quantitative	Number	FB-RN-000.A	10	
	Number of employees at (1) company-owned and (2) franchise locations	Quantitative	Number	FB-RN-000.B	—	Information to be provided in 2021







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