

PREMIUM LEISURE CORP.

Assisting the Most Needy in Our Communities

With operations at City of Dreams Manila (CODM) in full swing, our subsidiary Premium Leisure Corp. (PLC) once again worked with its partner Melco Resorts and Entertainment (Philippines) Corporation (MRP) to address issues in the communities requiring the most attention such as health and overall welfare.

Their charitable arm, Melco Resorts (Philippines) Foundation Corp. ("MRP Foundation"), led the way in providing critical support and implementing programs that equip stakeholders with resources for their respective needs.

MRP Foundation Supports Operation Smile

The MRP Foundation signed a memorandum of agreement with Operation Smile Philippines (OSP), an international medical charity, and donated Php3 million for OSP's Community Health Assistance Program.

The donation was undertaken through the Philippine Amusement and Gaming Corp. (PAGCOR), the gaming regulator of CODM, a casino licensee operated by MRP.

The program has been hosted at Dr. Jose Fabella Memorial Hospital, the government's largest maternity hospital. It focused on resolving public health issues namely, cleft deformity and infant and maternal mortality.



Melco Resorts Philippines (MRP) Foundation and City of Dreams Manila executives (seated, from left) Melco Leisure Vice President for Human Resources Thesz Liwanag; Corporate Secretary for MRP Foundation and Melco Leisure Vice President for Legal Atty. Aissa Academia; President and Chief Executive Officer of Premium Leisure Corp. and Vice President for MRP Foundation Armin Raquel Santos, MRP Foundation and Melco Leisure President and Chairman Clarence Chung sign the memorandum of agreement with PAGCOR Chairman and CEO Andrea Domingo (fifth from left) and Operation Smile Philippines (OSP) Country Director of Development Roberto Manzano and Executive Director Emiliano Romano for the MRP Foundation's funding for OSP's Community Health Assistance Program. Also in photo are (standing, from left) Dr. Jose Fabella Memorial Hospital representatives Chief of Allied Health Professional Service Dr. Estrella Olonan-Jusi and Chief of Medical Professional Staff II Dr. Romeo Bituin; and PAGCOR's Vice President for Compliance and Governance Group Atty. Juanito Sañosa Jr. (Photo and information courtesy of PAGCOR)



Melco Foundation Makes Courtesy Call, Visits Sponsored PSG Hospital. Melco Resorts (Philippines) Foundation Corporation [Melco Foundation] officers Atty. Marissa T. Academia (third from left), Corporate Secretary; Clarence Yuk Man Chung (fourth from left), Chairman and President; and Armin Antonio B. Raquel Santos (sixth from left), Vice President, paid a courtesy call on June 28, 2022 on Gen. Randolph G. Cabangbang (fifth from left), outgoing Presidential Security Group (PSG) Commander, and visited the newly built PSG Station Hospital, which the Foundation completed in 2021. Also in the photo are Ram Edward Q. Tardaguella (far left), Belle Corporation Integrated Resorts Senior Manager; Carlo R. Climaco (second from left), Premium Leisure Corp. Vice President for Operations and Regulatory; and Col. Santiago O. Rodriguez, Jr. (far right), PSG Station Hospital Commanding Officer.



PHP3mn

donated to Operation Smile Philippines to fund their Community Health Assistance Program

responsibly-sourced seafood from local fisheries and through sustainable companies whose business practices align with the integrated resort's vision to contribute in the preservation of marine ecosystems and the livelihoods of communities. City of Dreams Manila uses 100% cage-free eggs – known to be more food safe and more humane to animals – across its restaurants, by partnering with Lever Foundation, an international animal welfare non-profit organization. It is the first among the integrated resorts in the country to fully adopt the initiative.

Digitizing the supply chain was also prioritized with the implementation of a new P2P (purchase to pay) procurement system, allowing the property to achieve supply chain sustainability targets, such as going paperless in receiving and warehouse processes, among others.

A Sustainability Committee composed of colleagues from different departments work together to initiate and oversee sustainability projects. Trainings for colleagues are regularly implemented to engage them in Melco's sustainability programs, goals, and initiatives to promote awareness and drive employee responsibility. Employee surveys are also conducted annually to help the management improve its undertakings.

To champion sustainability further, the integrated resort participated in Manila Bulletin's 2022 "Beyond Green" Sustainability Forum, where City of Dreams Manila was recognized for its dynamic drive to eliminate single-use plastics, among 15 honorees in business and other industries at the Recognition Night awards ceremony held at the property's ballroom. At the online forum, Mr. Andres also spoke on the property's sustainable best practices and hospitality culture.

CSR

As the country was emerging from the pandemic, City of Dreams Manila re-established the spirit of colleague volunteerism and reactivated its corporate social responsibility (CSR) programs. From March to December, about 1,440 colleagues participated in 34 CSR activities that benefitted



1,440

employees of City of Dreams Manila participated in 34 corporate social responsibility activities that benefitted disadvantaged communities



1st

Work Here, Work Happy Award conferred to City of Dreams Manila by the Forbes Travel Guide

disadvantaged communities, which include Bahay Aruga, Kanlungan sa ErMa, Children's Joy Foundation, Philippine Children's Hospital, Chosen Children, Dr. Arcadio National High School, and Reception & Study Center for Children, Kids with Purpose, and Philippine Red Cross through the company-wide quarterly blood donation drive held onsite.

The integrated resort's charitable arm, Melco Resorts Foundation Corporation, also gave Php3 million to Operation Smile Philippines, funding their Community Health Assistance Program to address public health issues affecting Filipino mothers and children, including oral cleft deformity, infant mortality and maternal mortality. In late 2021, it completed the construction of the Php1.2 billion two-story 51-bed PSG Station Hospital in Malacañang.

Colleague Welfare and Benefits

In 2022, Forbes Travel Guide conferred City of Dreams Manila with the first *Work Here, Work Happy Award*, besting other Forbes-rated hospitality establishments in the world, for implementing creative ways to attract and retain staff, through efforts related to culture-building, employee recognition, inventive recruitment campaigns, meaningful compensation, and work-life balance programs.

Over the years, City of Dreams Manila has been nurturing a people-centric workplace through the "Employee

Love" program, to create an environment that fosters colleagues' professional growth and work-life balance, anchored on 10 Core Promises to colleagues. The aim is to make the resort not just a place for work, but also "where colleagues feel genuinely cared for". Colleague benefits are considered unrivalled, among which are the unlimited buffet meals at the team members' dining room when on duty, and generous discount dining privilege in the hotels and restaurants operated by the resort. The all-encompassing 'Employee Love' includes a substantial group life and accident coverage, a competitive compensation program and a generous bereavement financial assistance. Also, qualified managers are enrolled for free in eCornell courses as part of a managerial development program of Melco Resorts & Leisure Inc.

Responsible Gaming

With Melco becoming the first operator in the world in 2021 to achieve RG Check accreditation for all its properties in Asia and Europe from the Responsible Gambling Council, City of Dreams Manila is the first IR in the Philippines to also be accredited. *RG Check* accreditation, which is known to be the world's most comprehensive and rigorous responsible gaming accreditation program, is extended to Melco properties in all its jurisdictions to this date.