



Melco Resorts and Entertainment Diversity, Equity & Inclusion Policy

Our Vision

Above & Beyond is our vision to use sustainable innovation to transform the future of play. We will use the power of entertainment to inspire a more sustainable future for our guests, colleagues, communities, investors, and business partners.

This Policy establishes our priorities and approach to implementing the diversity, equity and inclusion aspects of the vision, and applies to all business functions and operations within the Melco Resorts and Entertainment business, and its subsidiaries.

Our Priorities

We recognize and celebrate the unique backgrounds, experiences, and perspectives of our colleagues. This Diversity, Equity and Inclusion (“DE&I”) Policy outlines our commitment to creating a workplace where all colleagues feel valued and respected to contribute their unique perspectives and talents.

We are committed to promoting workplace diversity, equity and inclusion (“DE&I”) so as to create a harmonious work environment in furtherance of the sustainability of our business. Since Melco serves patrons from numerous parts of the world, it is important for us to ensure its workforce reflects that diversity and its workplace is inclusive and bias-free. We take pride in being recognized as an equal opportunity employer and has a zero-tolerance policy for any form of discrimination or harassment based on gender, age, race, religion, gender identity, sexual orientation, varying ability, parental/marital status, or other non-meritocratic factors.

Governance

Our management team is responsible for identifying DE&I related risks and opportunities and recommending suitable DE&I initiatives, policies and programs to the Environmental Sustainability and Corporate Social Responsibility Committee (“ESCSR Committee”) for approval. Any DE&I initiatives, policies and programs approved by the ESCSR Committee will be implemented by management including the Human Resources Department.

By embracing diversity, promoting equity, and fostering inclusion, we hope to create a workplace where every colleague can grow and reach their full potential.

Approved and signed by:

Lawrence Ho
Chairman and CEO
Date: 7 January, 2026