

Press Release

SJM Enhances Parental Benefits

***Paid Maternity Leave Extended to 90 Days
Paternity Leave Extended to 7 Days***

(Macau, 3 March 2026) — SJM Resorts, S.A. (“SJM”) announced that, effective 1 March 2026, the Company has officially enhanced its parental benefits, increasing paid maternity leave from 70 days to 90 days, and paid paternity leave from 5 days to 7 days. This enhancement is in active support of the Macao SAR Government's policy on encouraging childbirth, and further demonstrates the Company's commitment to fostering a family-friendly workplace.

Under the new measures, female employees with at least one year of service are entitled to 90 days of paid maternity leave, while male employees are entitled to 7 days of paid paternity leave. Recognising that employees play a vital role both in the workplace and at home, the Company has introduced these new measures to provide expectant parents with greater time to rest, bond with and care for their newborns, and support their partners during this important milestone, helping families navigate the early stages of parenthood with greater ease.

Ms. Daisy Ho, Managing Director of SJM, said: "The well-being and family happiness of our employees have always been at the core of our values, and a robust family support framework is key to attracting and retaining the best talent. This latest enhancement is a true reflection of our steadfast commitment to our people, and we hope that through our strengthened parental benefits, SJM can be the most reliable pillar of support for every employee during the most meaningful moments of their lives."

In addition to the extension of maternity and paternity leave, SJM has also established lactation rooms in its back-of-house areas, provided employees with a newborn gift voucher, and introduced a range of family support initiatives, helping employees balance their professional and family responsibilities at every stage of life. Looking ahead, the Company will continue to introduce more family-friendly measures, working hand-in-hand with employees to build a warmer and more harmonious workplace for all.

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