2020 Environmental, Social, and Governance *Report*

Wynn RESORTS

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Welcome to *Wynn Resorts*

A Message From Matt Maddox, CEO of Wynn Resorts

On page six of this report, we list "excellence" as one of our core values. Certainly, any good company believing in the concept of excellence must deliver outstanding experiences and service, delivered by the best employees.

But a ***truly*** great company, one founded on the belief that excellence is not just an aspiration but a necessity, and operating in today's socially and environmentally fraught world, is called to a higher standard: to take responsibility, not just for our decisions, but for the future impacts of those decisions. Impacts we ourselves may not live to see, but will have caused, nonetheless.

The first core behavior Wynn Resorts expects of our employees is to "Care About Everyone and Everything" and I expect no less from the organization as a whole. With all of the information and data available to us, it's not difficult to discern if a decision made today will be more or less likely to result in a climate that is sustainable and safe. Or if it will be more or less likely to foster a society of greater social justice.

Decision-making with careful consideration of impacts 20 or 30 years from now isn't just essential, it's an existential imperative. That is what the future demands of us.

Message from Matt Maddox, CEO *Continued*

That is why you'll read in this report that I set a goal of achieving Net-Zero carbon emissions by 2050. By the way, we're also going to do it the right way, which is to ensure that all of our vendors are Net-Zero as well. Being Net-Zero ourselves does nothing for the climate our children will be forced to live in if we don't insist our vendors share and abide by the same goals.

Three years ago, I set a goal of making Wynn Las Vegas energy-independent, with a focus on renewables. Today, we procure 75% of our peak energy demand for Las Vegas from renewable resources and I'm proud of our team for that accomplishment. **Now I've set a new goal for us to procure or produce 50% of our energy from renewable sources by 2030. I've also declared 2030 as the last year in which we allow ourselves any year-over-year increase in carbon emissions.** After that, each year will be a reduction—we're going to try as hard as possible to do it even sooner.

Equally as important, our hiring decisions, our employee compensation programs, and our workplace policies must not just benefit our employees today. They will contribute to the evolution of a society that is fairer, more just, and frankly more considerate.

Wynn Resorts can do this. We have mastered the execution of our product: creating singular guest experiences at the highest level. We will apply the same uncompromising attention to excellence to achieve our new goals. In this case, our past performance is the best indication of our future success.

Matt Maddox
Chief Executive Officer and Member of the Wynn Resorts Board of Directors

Our Values

Service Driven

We provide the highest quality of service to everyone and everything, including our guests, our coworkers, and our community.

Excellence

We always find room for improvement. If it's good, make it outstanding. If it's outstanding, make it spectacular.

Artistry

We look at every detail of our jobs as a blank canvas awaiting our creativity and magic. Whether setting a guest room or setting food on a plate, we find a way to make it artful.

Progressive

We always look to the future, continuing to innovate and elevate the experiences we provide to our guests, our employees, and our community.

Our Core Behaviors

- Care about everyone and everything
- Treat everyone with dignity and respect
- Take personal responsibility for every detail
- Approach everything we do as if it's a work of art
- Create unforgettable experiences
- Always strive to be better

Wynn Employee Foundation Pillars

Vibrant Communities

Making Nevada and Massachusetts better places to live.

Cultural Enrichment

Celebrating and supporting cultural, civic, and heritage expression in our communities.

Education

Innovation in education, workforce preparedness, and providing opportunities for at-risk youth.

2020 Company Awards

Wynn Resorts named first overall in quality of productions/services in ***Fortune*** magazine's 2020 World's Most Admired Companies list in the hotel, casino, and resort category

Wynn Resorts ranked number six on ***Forbes*** America's Best Employers

Wynn and Encore Las Vegas ranked number four on ***USA Today's*** 2020 10 Best Las Vegas Casino list

Forbes Travel Guide awarded Wynn Resorts 22 Five-Star Awards in 2020

Wynn Las Vegas chosen as best resort in Las Vegas on the 2020 World's Best Awards list by ***Travel + Leisure***

Wynn and Encore Las Vegas voted best resort in Las Vegas on ***Conde Nast Traveler's*** 2020 Reader's Choice Awards ranking

Wynn Resorts received the 2020 Most Consistent Commitment Award by Preferred Hotels and Resorts

Encore Boston Harbor received the James D.P. Farrell Award for Brownfields-Remediation 2020 Project of the Year from the Environmental Business Council of New England

Wynn Resorts received the 2020 Corporation/Donor of the Year Award from Opportunity Village

Goldleaf SUSTAINABILITY PROGRAM

Wynn Resorts' success does not come from remaining stagnant. Progress is part of our nature, and our commitment to sustainability is testament to the evolution of our Company. Our approach to sustainability is built on a core principle: care for our guests and our planet. This means providing award-winning service at our resorts worldwide, in a manner that respects communities, people, and our environment. Our sustainability program focuses on four global goals that will lead the Company into a responsible future:

1

Invent Solutions

We are unique in our ability to invent sustainable solutions that raise standards of sustainable operations in our industry.

2

Add Value

Our unwavering commitment to guest service allows us to practice sustainability in ways that enhance the guest experience while making no compromises to Five-Star luxury.

3

Take Action

We don't believe in being quick, we believe in being immediate. We anticipate the needs of our guests and our planet.

4

Scale Knowledge

We share our lessons through transparent communication, and we advocate for collaboration to solve global climate issues.

Wynn Resorts Corporate Sustainability Goals

In the same way the COVID-19 pandemic required a global response, climate change and environmental sustainability also require bold commitments and even bolder actions. We believe it is our duty to help alleviate the negative impacts on our world, and we have made public commitments to several significant initiatives designed to confront the global threat of climate change, including:

1

Net-Zero by 2050

To reduce or offset all carbon dioxide (CO^2) produced by our operations no later than 2050.

2

Carbon Dioxide Emissions peak by 2030

To stop and reverse year-over-year growth of operational carbon dioxide (CO^2) emissions by 2030.

3

50% renewable energy procurement by 2030

To increase Wynn's supply of renewable energy produced or procured to at least 50-percent of total consumption by 2030.

Our commitments are aligned with the recommendations made by the Intergovernmental Panel on Climate Change (IPCC) for limiting global warming to below 1.5 degrees Celsius, as referenced in the 2015 Paris Climate Accord.

Property Descriptions

Encore Boston Harbor

On June 23, 2019, the Company opened Encore Boston Harbor, an integrated resort in Everett, Massachusetts, adjacent to Boston along the Mystic River. The property features a luxury hotel tower with a total of 671 guest rooms and suites, approximately 210,000 square feet of casino space, 16 food and beverage outlets, approximately 71,000 square feet of meeting and convention space, and approximately 10,000 square feet of retail space. Public attractions include a waterfront park, floral displays, and water shuttle service to downtown Boston.

Wynn and Encore Las Vegas

Wynn Las Vegas features two luxury hotel towers with a total of 4,748 guest rooms, suites, and villas, approximately 194,000 square feet of casino space, 33 food and beverage outlets, approximately 513,000 square feet of meeting and convention space (including the 217,000-square-foot Meeting and Convention Expansion that opened in February 2020), approximately 152,000 square feet of retail space (the majority of which is owned and operated under a joint venture of which the Company owns 50.1%), as well as two theaters, three nightclubs, a beach club, and recreation and leisure facilities.

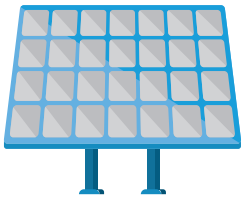
Wynn Macau

Wynn Macau features two luxury hotel towers with a total of 1,010 guest rooms and suites, approximately 252,000 square feet of casino space, 12 food and beverage outlets, approximately 31,000 square feet of meeting and convention space, approximately 59,000 square feet of retail space, a rotunda show, and recreation and leisure facilities.

Wynn Palace

Wynn Palace, which opened in August 2016, features a luxury hotel tower with a total of 1,706 guest rooms, suites, and villas, approximately 424,000 square feet of casino space, 14 food and beverage outlets, approximately 37,000 square feet of meeting and convention space, approximately 107,000 square feet of retail space, public attractions including a performance lake and floral art displays, and recreation and leisure facilities.

Wynn North America ESG *Highlights*



By 2020,
Wynn Resorts installed
23 MW OF SOLAR POWER
capacity in the US.

Solar generation puts Wynn Las Vegas on the **U.S. EPA's Green Power Partnership Fortune 500 List**.

100% of energy supplied to Encore Boston Harbor is sourced from **renewable** and **green sources of power**.

Encore Boston Harbor was built to the highest environmental standards, receiving a **LEED PLATINUM CERTIFICATION FOR NEW BUILDING DESIGN AND CONSTRUCTION.**

Encore Boston Harbor is the first integrated resort in the U.S. with an **ON-SITE MICROGRID WITH BATTERY STORAGE.**

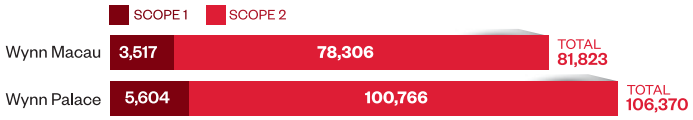
Wynn Resorts domestic employees **raised more than $500,000 USD** in 2020 for the Wynn Employee Foundation.

Wynn Resorts global employees donated almost **35,000 hours of volunteerism** in 2020.

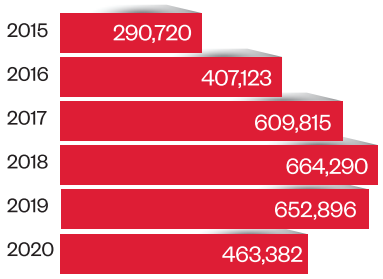
Wynn Resorts **DONATED MORE THAN $23 MILLION USD** in cash and in-kind donations to charitable organizations in 2020, more than $5 million of which was comprised of cash and in-kind donations for COVID-19 relief efforts.

Wynn Macau Limited ESG *Highlights*

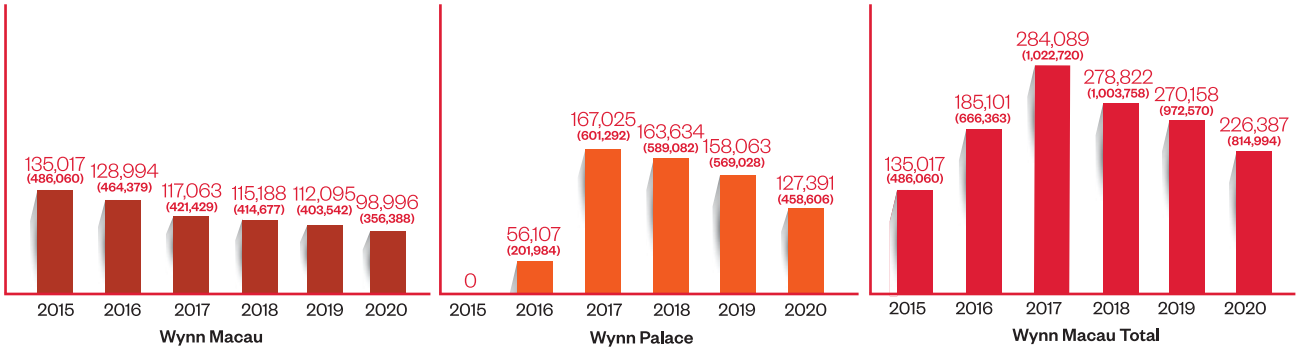
Wynn Macau Limited 2020 Carbon Dioxide Emissions by Scope and Property (Metric Tons CO^2)



Wynn Macau Limited Water Consumption (Gallons x 1,000)



Wynn Macau Limited Power Consumption by Property



Wynn Macau gave more than **$15 MILLION USD** in donations and sponsorships in 2020.

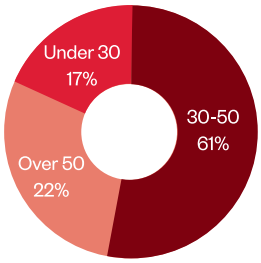
Wynn Macau and Wynn Palace recycled a total of **8,500+ lbs** of soap in 2020 by working with Clean the World.

Wynn Macau Limited donated **14,000 VOLUNTEER HOURS** in 2020.

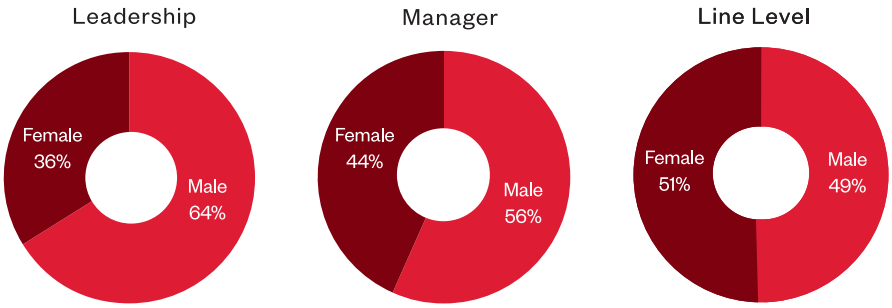
Wynn Macau Limited ESG *Highlights* Continued

8.7%
of Wynn Macau Limited employees held positions of management in 2020.

Wynn Macau Limited 2020 Employee Age Distribution



Wynn Macau Limited 2020 Gender at Levels of Leadership



54%
of Wynn Macau Limited's local employees are female.

72%
of Wynn Macau Limited employees were local in 2020.

Wynn North America
Our People

Corporate Workforce Message

At Wynn Resorts, we believe only people make people happy.

The exacting level of service provided to our guests by Wynn Resorts employees requires far more than skill; it is an art form. Wynn's more than 26,000 global employees share an innate personal responsibility to take care of our guests, and of each other, which is among the reasons why Wynn Resorts holds the most *Forbes Travel Guide* Five-Star Awards of any independent resort company. There is simply something different about a Wynn Resorts employee: something singular and special that helps our guests feel welcome the moment they cross our threshold. In our view, this is the hallmark of true hospitality, and it's the foundation on which our Company's core beliefs and values are built.

From day one, the Wynn Resorts brand has been driven by excellence, attracting a team of dedicated professionals with unparalleled ambition and the ability to spark human connections. For more than 15 years, we have championed fundamental principles of human and workplace rights, investing in the creation of holistic and innovative development and benefits programs that empower every employee at every level to not only succeed, but to excel, in both their professional and personal lives.

Identifying, developing, and retaining high-quality talent is a critical business imperative for Wynn Resorts. Five-star service, in other words, depends on five-star employees who feel valued by a company they can believe in and trust. We are confident that no company works harder to show employees that each one is essential to our reputation for excellence. We also greatly respect an employee's right to freedom of association and right to be a member of a trade union, maintaining an open and supportive dialogue with trade union leaders to ensure that each employee's voice is heard and understood.

For our entire organization, 2020 was the most unpredictable and challenging year we have ever faced. In this year's report, we are showcasing many of the ways our global employee team delivered watershed initiatives, including our Company's Health and Safety Plan, resources for regular COVID-19 testing, the creation of an on-site vaccination center, employee reopening safety training, and so much more. Combined with the many new policies and programs we instituted to help manage our employees' mental health and physical wellness during this challenging time, Wynn Resorts is firmly on the path to a return that is bigger and better than ever.

As has been true throughout our Company's history, Wynn Resorts remains dedicated to building a progressive, diverse, equal, and inclusive environment. We value respect and safety above all, so each employee can show up to work every day, without exception, as his or her true and authentic self. Ultimately, our employee-relations mission remains clear: to foster excellence throughout the lifetime of a career, a goal that allows Wynn Resorts to maintain its status as the luxury hospitality industry's employer of choice.

For additional detail on our workforce diversity and employee demographics, visit GRI 405-1 at the end of our report and highlighted in our EEO-1 Reports.

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Leading *Through* Crisis

In 2020, the travel industry was among the most affected sectors of the global economy. When the spread of COVID-19 caused Wynn Macau and Wynn Palace to close in February 2020, we recognized the potential for disruption to life and business in the U.S. and around the world. Ultimately, this helped us prepare for what lay ahead.

In March 2020, Wynn created a multi-disciplinary team to monitor the global development of the pandemic and serve as a 24-hour resource for resort leaders to gather information and develop responses. At the beginning of March, Wynn Las Vegas was the first hotel on the Strip to shut down operations for the safety of employees and guests, while Encore Boston Harbor urged regulators to permit it to close before other businesses within Massachusetts were required to do so.

Weekly status calls with department leaders oversaw the development of closure procedures, plans to keep critical employees engaged, and crisis communications with our guests and our employees. During the initial 78-day shutdown, Wynn Resorts committed to paying all full- and part-time employees their salaries, wages, tips and benefits in order to safely stay home in quarantine. At a cost of nearly $250 million in payroll, this decision was not made lightly. It was a critical decision that was necessary to preserve Wynn's long-term investment in employee culture and was a direct reflection of our core values.

"A company's response to tough challenges will always be easier, faster, and better if its people all share a common set of values," Wynn Resorts CEO Matt Maddox said. "At Wynn Resorts, our values are enduring. They have been with us since our founding, and they guide us today."

Taking Care of the Community

When Wynn closed its doors in North America, our Community Relations and Food & Beverage teams moved quickly to ensure the perishable food in our refrigerators would not go to waste. During the closure, we distributed 175 pallets of food to 18 food banks in Nevada and Massachusetts. Similarly, we donated thousands of potted plants and flowers to community organizations where they could be enjoyed.

When everyday household items and other sanitary products quickly disappeared from store shelves, we donated our reserves to community partners and healthcare centers. In addition, we were able to acquire hundreds of thousands of masks, gloves, and gowns for hospitals, nursing homes, and law-enforcement agencies. In addition to food and supplies, Wynn contributed more than $5 million in cash and in-kind donations to community partners.

Wynn employees used the closure period to do important community work. Beginning in May 2020, more than 100 of our call-center employees began assisting the Southern Nevada Health District's Contact Tracing Program. Following a short training program, they began logging four-hour shifts delivering COVID-19 test results and important health-safety information. Our team contacted and closed 7,831 cases and completed 14,773 phone calls during the two-month period.

Moving Forward to Reopen

Throughout the initial shutdown, Wynn's goal was to retain as many employees as possible, for as long as possible. As it became obvious that reopening to business as usual would not be possible, Wynn leadership worked to understand the stresses upon employees and their families.

During the shutdown, Wynn Las Vegas surveyed employees about their emotional state and how confident they felt that they had "the right resources and benefits from Wynn Las Vegas to help support you through this period?" The results: 56-percent of employees responded, "extremely confident," while 33-percent responded, "very confident."

One employee wrote: "I am FOREVER THANKFUL to management for the financial help, but I hope to be back up to speed when we return."

Wynn Resorts COVID-19 Community Response

More Than $5 Million in Cash and In-Kind Donations

Personal Protective Equipment

245,000+ N95 Equivalent Masks

732,000 Surgical Masks

561,000 Pairs of Gloves

20,000 Surgical Gowns

1,000,000 Medical Face Masks (Macau)

Recipients Included

Nevada National Guard

Commonwealth of Massachusetts

Law Enforcement

Medical & Nursing Facilities

Macau Government

Food Pallets and Supplies

$800,000+ Food Donated to 18+ Frontline Nonprofits in NV and MA

50,000+ Potted Plants and Flowers Donated to Boston and Surrounding Communities

8,700 Toiletries for the Clark County ISO-Q Complex

54,000 Toiletries for Bread of Life and Cambridge Health Alliance Everett Hospital

500 turkeys donated to Salvation Army of Southern Nevada , SHARE Village, and Las Vegas Rescue Mission for Thanksgiving, valued at $16,230

Virtual Volunteerism and Employee Initiatives

18,000+ Virtual and Good Samaritan Hours

BARCC Virtual Charity Benefit Walk

National and Local Virtual Volunteer Opportunities

High School and University Virtual Class Visits

$37,300+ Raised by EBH Employees & WRL Match for Everett Grace Food Pantry and MA Hospitals

4,000+ Handmade Face Coverings

Gift Baskets for Seniors & First Responders

Launch of Wynn Care E-Learning Platform (Macau)

Wynn Employee Foundation Grants

$100,000 Three Square

$10,000 Delivering with Dignity

$25,000 The Shade Tree

$25,000 SafeNest

$25,000 Bread of Life

$25,000 Casa Myrna Vasquez

$25,000 Elizabeth Stone House

$5,000 for Nevada Medical Center (Hope Means Nevada)

Wynn Resorts COVID-19 Community Response *Continued*

ALL IN Challenge

One Auction and One Sweepstakes Package Donated for the AIC, each valued at $250,000

$700,000+ Raised. Each Package Offered a Curated Collection of the Resorts' Most Exclusive Luxuries

100% of Funds Raised Benefited Meals On Wheels, No Kid Hungry, and America's Food Fund, Directly Benefiting Feeding America and World Central Kitchen

Chef Prepared Meals and Gratitude Cookies

5,075 Meals for SHARE Village

280 Meals for Ronald McDonald House

644 Meals for The Shade Tree

10,000 Cookies for Nurses & Hospital Weeks

6,000+ Meals for Massachusetts Emergency Management Agency

14,000 Meals for Catholic Charities of So. NV

1,225 Meals for U.S. Vets

Nonprofit Relations & Communication

Instagram Live Happy Hour for Opportunity Village

Wellness Phone Call Check-Ins

Nonprofit Conference and Video Calls

Stronger Together Newsletter

Webinar Series

Virtual Roundtables

Webinar Series Topics

Mental Health and Wellness

Safety Measures and Reintroducing Volunteerism

Business and Policy Updates

Supporting our Heroes and Children

Offered a complimentary one-night stay to 10,000 of our nation's first responders in appreciation of their selfless and tireless efforts during the pandemic.

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Planning a *Safe* and *Successful* Reopening

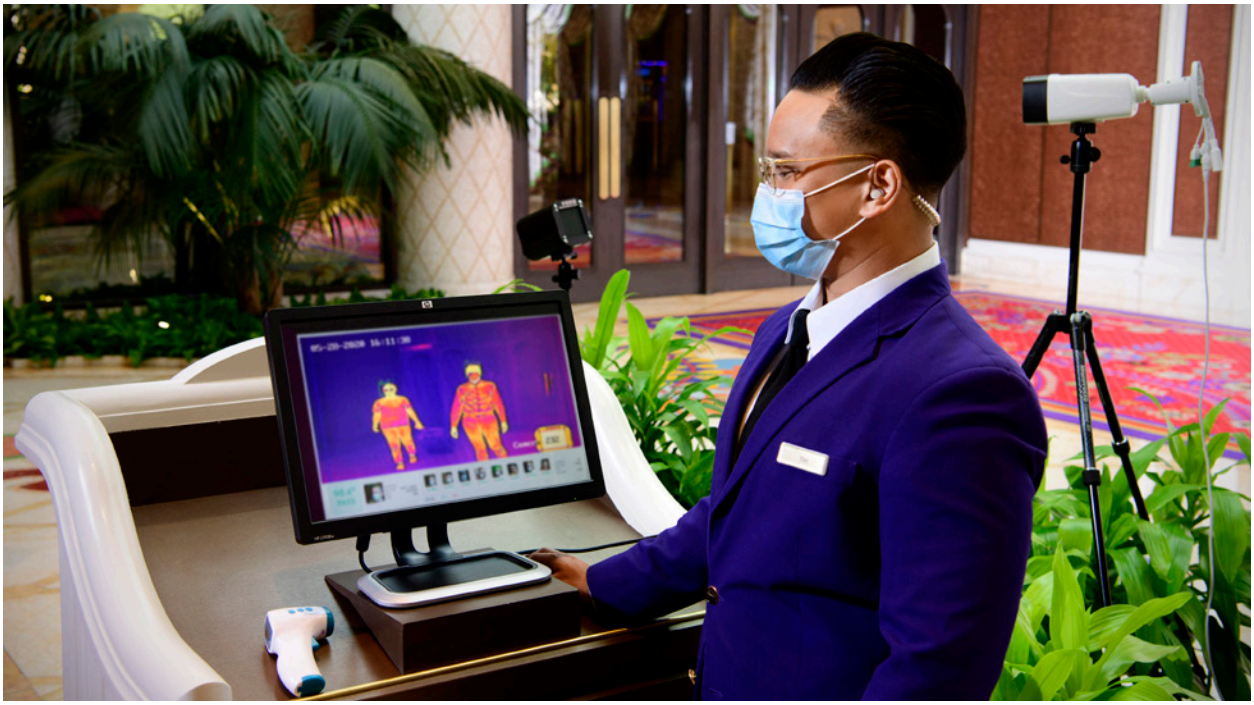
At Wynn Resorts, one of our Core Behaviors is: "Always Strive to be Better." When it came to reopening, that meant taking the lead in getting our industry and economy back to work. We employed authorities with medical and public-health backgrounds to devise a plan for moving forward. The safety of our staff and our guests was and remains of utmost importance.

The public-health experts we hired collaborated with our department heads in developing a science-based Health and Safety Plan. The Plan included a comprehensive set of guidelines detailing new safety and sanitation procedures for every division of the business, from hotel and casino operations to retail, food and beverage, and aviation services.

Because we believe our guests deserved to understand Wynn's new safety protocols and how they affect the resort experience, we published a Health & Safety Plan, which featured the following information:

- COVID-19 testing for all employees
- Non-invasive temperature checks and screening for guests
- Physical distancing guidelines
- Personal protective equipment (PPE) for employees and guests
- Around-the-clock cleaning protocols and products
- Touchless technologies
- New valet and check-in procedures
- Occupancy limits
- Disinfection stations
- More than 26,000 square feet of new, clear partitions for social distancing

In the introduction to the summary of this plan, Wynn Las Vegas President Marilyn Spiegel explained, "We enlisted a team of top-rated medical and health professionals, to help develop our health and disinfection program, now considered the gold standard in our industry." Spiegel continued, "Our goal is to provide you with the full Las Vegas experience from the moment you arrive, so you can leave health and safety worries behind and enjoy a relaxing getaway."



Widespread Recognition of the Plan

Other resorts and businesses heard about our plan while it was still under development and asked if they could use it to inform their own reopening strategies. Wynn CEO Matt Maddox personally shared the plan with companies in the airline and casino industries, and with state officials. He also proposed a phased reopening plan to the State of Nevada based on benchmarks for COVID-19 testing and hospital capacity. As a result, Maddox was invited to participate in a White House Business Council on Reopening alongside the heads of several other international brands:

"We have thermal cameras at our entrances. We have company-supplied personal protective equipment. We have just about every UV technology that you can think of for disinfectant. So, we're ready," Maddox said during the event. "And I'm encouraging our state that we need to begin a phased approach and get back to business."

Wynn Las Vegas was among the first resorts in the world to become *Sharecare Health Security VERIFIED™ with Forbes Travel Guide*. The comprehensive facility verification helps ensure that guests can book with confidence at a resort that maintains consistent and robust health-safety procedures. The verification is renewed monthly based on a hotel's compliance with expert-validated best practices that minimize the risk and impact of COVID-19 and potential future public-health events. The comprehensive verification covers more than 360 standards across health and hygiene protocols, cleaning products and procedures, ventilation, physical distancing, the guest experience, and health-safety communication with guests and employees. Hotels are required to verify their health protocols on an ongoing basis to ensure continued compliance with the most up-to-date global health standards.

The Reopening Experience

On June 4, 2020, Wynn Las Vegas was one of the Las Vegas resorts to reopen under phase two of the Nevada United: Roadmap to Recovery plan established by the state's governor. Because Wynn kept its staff on payroll and conducted virtual trainings throughout the shutdown, we were able to immediately offer our full luxury experience, including both hotel towers and casinos, a variety of table games and slot machines, the sports book, our full portfolio of restaurants and lounges, swimming pools, retail shops, salons, spas, and Wynn's 18-hole championship golf course. Encore Boston Harbor opened its doors to guests on July 12, 2020, in compliance with Massachusetts' public-health policies, and has continued to entertain Boston-area residents.

"We carry a tremendous amount of responsibility for the health and safety of our employees and guests, and we want to bring them back to our property with confidence," said Brian Gullbrants, President of Encore Boston Harbor. "We trained all employees on our new Health and Safety Plan, to ensure that our return to business shows how much we care."

Supporting Employees *Back* at Work

Safely reopening was the first step toward recovering from the swift social and economic impacts of the COVID-19 virus. Throughout the process, Wynn Resorts remained committed to protecting the health and general well-being of both our employees and their families. They, in turn, rose to the challenge by embracing new protocols that would allow not only for their return, but also our guests.

With the reopening of both resorts in North America, Wynn instituted a new pandemic policy for sick leave to ensure employees were under no pressure to report to work while sick. Any employee who felt ill or believed they may have been exposed to the virus was encouraged to call out of work via our personalized reporting system. All employees were required to show a confirmed negative test result before returning to the property when we reopened after closure.

If an employee or household member tested positive for the virus, the employee would receive up to 15 days of paid leave while recuperating and waiting for all members of his or her household to achieve a negative test result. Wynn guaranteed that no employee who followed the responsible reporting procedures would experience any disciplinary action for absence. High-risk employees who did not want to return to work were encouraged to discuss possible accommodations with Wynn's human resources.

Protecting One Another

In order to make our resorts safe for our colleagues and guests, every Wynn North America employee was required to test negative for COVID-19 before returning to the property when we reopened after closure. In addition, before each on-site shift, employees were required to complete a health questionnaire regarding common symptoms and possible exposures. Upon arriving at work, temperature checks were conducted. Under current protocols while on property, all employees and guests must wear masks.

To manage employee health at Wynn Las Vegas and Encore Boston Harbor, teams of dedicated contact tracers began the detailed work of following up with any employee who had received positive test results or reported possible COVID-19 exposure or symptoms. Via interviews and monitoring of security-camera footage, contact tracers determined when employees may have been contagious and whether they may have exposed others to the illness during their shift. In the very few instances in which the contact-tracing team felt that other employees may have been exposed by a co-worker, they contacted the possibly exposed employee and provided detailed information regarding testing and quarantining (with pay). This round-the-clock, multi-department effort ensured that each employee with whom the contact-tracing team worked received detailed, thorough, and personalized service, while also helping employees cope with the emotional impact of COVID-19.

Wynn Las Vegas also partnered with University Medical Center (UMC) to provide COVID-19 testing at no cost to all Wynn employees and family members. UMC also began on-site testing of randomly selected Wynn employees every two weeks. By the close of 2020, more than 5,000 COVID-19 tests had been administered on-site.

Supporting Diversity

During the civil unrest that peaked in the U.S. in early summer of 2020, CEO Matt Maddox shared a statement on the Wynn Employee Instagram page: "Racism has no place in our society. The Wynn family is made up of every race, color, and creed—representing the very best of Las Vegas and Boston. Now is a time for us to stand united, come together and work for change."

Then, on June 19, the company posted again: "On this 155th anniversary of Juneteenth, we ask that each of us pause for a moment and decide what we will commit to do today to increase equality and eliminate racism in our community."

To renew support for equality within the Wynn community, the employee-led Diversity Council was restructured in 2020 to include senior leadership from both Wynn Las Vegas and Encore Boston Harbor. The purpose of the Council is to guide the Company's overarching commitment to diversity, equity, and inclusion, and to provide support to other employee-led councils for LGBTQ employees, veterans, and women in leadership. The Council also developed the Company's first Diversity, Equity, and Inclusion Policy to codify four goals set by CEO Matt Maddox:

- Leverage Wynn's resources to create a culture of inclusion
- Create an inclusive work environment that fully utilizes the contributions of all employees
- Foster a workforce that reflects and embraces the diversity of our community
- Develop outside and vendor partnerships that support our commitment and help create a fair and equal economy

Among other specifics, the Diversity, Equity, and Inclusion Policy expresses Wynn's commitment to being an equal opportunity employer and maintaining a workforce that reflects the diversity of the communities in which we operate.

Online Learning for Employees and Their Children

As with other organizations around the world, Wynn Resorts successfully moved its employee-training programs online during the first weeks of the pandemic shutdown. Doing so allowed us to ensure that 100-percent of our employees safely received the important updates to our policies and procedures before returning to the resorts.

Returning to work created new challenges for parents of school-aged children whose schools remained closed or virtual-only. In response, Wynn Las Vegas created a unique partnership with 13 different locations of the Boys and Girls Clubs of Southern Nevada. Once school started back up in the fall of 2020, we sponsored 400 seats daily at professionally supervised virtual-learning centers, where the children of Wynn employees could safely participate in their online school classes.

In addition to academic support, Boys and Girls Club staff also provided a variety of small-group programs and activities, including arts and crafts, health and wellness, and sports. "Wynn is offering an invaluable service to its employees during a time of uncertainty," said Andy Bischel, CEO of the Boys and Girls Clubs of Southern Nevada. "We are proud to partner with the resort to ensure that students have a structured setting for learning, and parents have assistance in meeting the demands of both work and school."

Supporting Employee *Wellness* in Tough Times

Because 2020 was a year of trauma for many people, Wynn Resorts focused more than ever on caring for the physical, financial, and mental-health wellness of our employees. We bolstered existing programs and created new ones to address the challenges brought forth by the pandemic. Our utmost priority was doing our part to assist our staff and our community.

The Employee Assistance Program (EAP) provided by Behavioral Healthcare Options was foundational to supporting employees throughout the year. Wynn Resorts funds 100-percent of the program's services, which include up to five counseling sessions with a licensed mental-health professional, as well as elder care, childcare, and legal and financial consultations.

To help employees experiencing financial hardship due to reduced family income, Wynn eased the requirements to qualify for financial support through the employee Lifeline Fund, and increased distribution amounts from $2,500 to $5,000. We also launched an employees-only wellness app that provides easy access to resources for better sleep, physical fitness routines, guided meditations, audio books and even live webinars on topics like stress reduction.

Maintaining Our Connections

While our Boston and Las Vegas properties were closed, Wynn's Employee Services team organized countless virtual trainings and fun activities to support employee well-being and maintain our workplace connections.

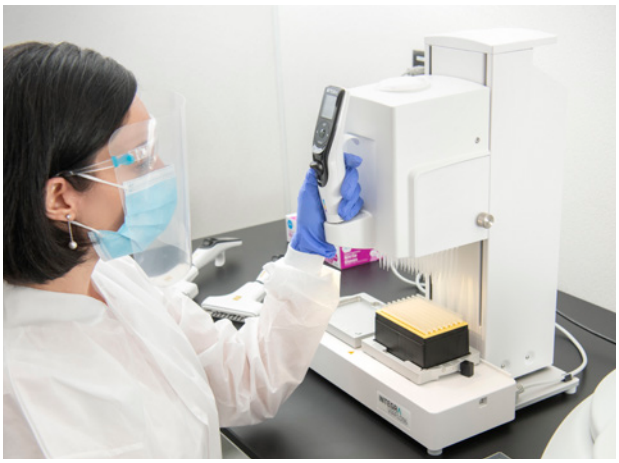
For example, our Chefs hosted virtual cooking classes, and our beverage experts taught employees how to mix fun specialty cocktails with and without alcohol. Other events included regular yoga and fitness classes, a livestream talent show, Tik Tok challenges and virtual family field trips to remarkable destinations like the Egyptian Pyramids, Buckingham Palace, and the Louvre Museum in Paris.

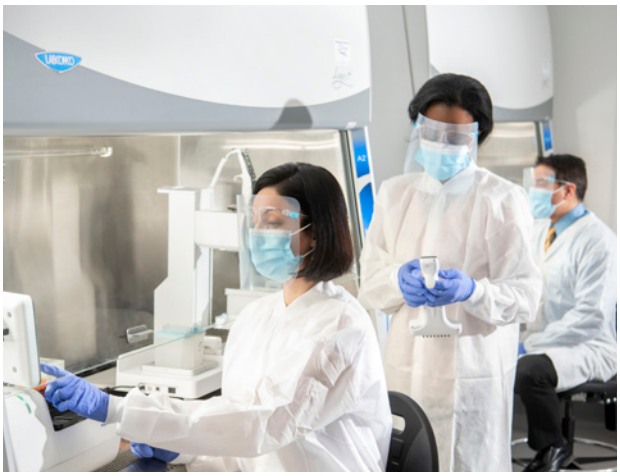
To keep employees informed, the presidents of Wynn's North American properties regularly released video updates explaining all that was happening to bring people safely back to work as soon as possible. Employees were also encouraged to participate in a new program called Great Ideas From Teams (GIFT). In total, about 435 frontline employees came together virtually to form 87 teams of two to six people. Each team brainstormed ideas for creating more memorable guest experiences. Division heads then selected the best proposals, and the top 21 teams presented their work to the respective property's executive team. One of the favorite ideas was to dedicate unused space at Encore Boston Harbor to pop-up retail experiences for unique local vendors and businesses.

Continuing Leadership Development

Although leadership development did not look like it did pre-COVID-19, Wynn continued to provide avenues for skill enhancement. A leadership development series for supervisors and above took place online instead of in classrooms. Topics included diversity and inclusion, as well as personal development. All attendees received monthly leadership newsletters distributed by the Learning and Development team to reinforce and deepen learning opportunities.

Wynn Resorts also hired executive coach Kerry Sulcowicz to run 16 exclusive sessions for executive and operations teams at Wynn Las Vegas and Encore Boston Harbor. In total, 71 executives participated in the sessions. They also received one-on-one coaching either from Wynn Las Vegas president Marilyn Spiegel or Encore Boston Harbor president Brian Gullbrants. In addition to conventional executive topics, the coaching sessions also addressed COVID-19-related concerns, as well as strategies for positive leadership during times of heightened racial tensions.





On-site COVID-19 Testing "*Green Lights*" Events

During the height of the pandemic, Wynn Las Vegas opened an on-site COVID-19 testing facility to provide rapid test results and build confidence for the return of large-scale events. The only full-time medical testing lab built and owned by a hospitality company, the custom-built, 3,000-square-foot facility was able to process up to 7,000 tests per day and produce results within hours. Other labs could only process a few hundred tests with a turnaround time of more than 24 hours. The facility helped to usher in the return of conventions, meetings, and large-scale entertainment in Las Vegas. It also benefitted the Las Vegas community by providing testing for participants in Clark County, Nevada, Public School Athletic programs.

The facility was staffed by Lighthouse Lab Services and utilized technology from Mirimus Clinical Lab. The Company closed the lab when vaccines became available to the public and we quickly transitioned to the creation of a full-time on-site vaccination center– also the first of its kind in Las Vegas. The photos above were taken on-site at the Wynn lab.

A Five-Star Vaccination Site

The Las Vegas community began receiving its first COVID-19 vaccines for frontline medical workers at the end of 2020. By that point, the longstanding partnership Wynn had formed with University Medical Center had resulted in procuring nearly 25,000 COVID-19 tests for Wynn employees. As the state government extended vaccinations to seniors and other prioritized workers at the beginning of 2021, Wynn and UMC collaborated again to create a 5,600-square-foot vaccination site inside Encore's Brahms and Bach Ballrooms. The UMC COVID-19 Vaccination Center at Wynn Las Vegas was the first to be located on-site at a resort.

"We offered our Encore property as a vaccination location to help facilitate vaccine distribution as quickly and efficiently as possible throughout the Las Vegas Valley," said Wynn Resorts CEO Matt Maddox at the opening of the site on January 18, 2021. "Our partnership with UMC began with our extensive on-site employee testing program. Based upon the success of that program with UMC, we look forward to hosting this critical step in our state's economic and health recovery."

Along with other vaccination mega-sites around the Las Vegas community, the site at Wynn Las Vegas helped the Southern Nevada Health District achieve its goal of administering 45,000 vaccinations each week. With the capacity to administer hundreds of vaccines every day, UMC staff members at Wynn Las Vegas scheduled appointments from 7 a.m. to 3 p.m. Monday through Friday. The Wynn Guest Services team helped coordinate the appointment experience of everyone who visited the property to ensure we upheld our five-star standards of care. The UMC COVID-19 Vaccination Center at Wynn Las Vegas administered more than 50,000 doses to eligible Nevada residents.

- **As of the publication date of this report, close to 90-percent of employees at Wynn Las Vegas have been vaccinated.**
- **In April 2021, Encore Boston Harbor opened an on-site vaccination center to serve the residents of Everett and the Greater Boston community.**

K9 and Animal Welfare

The K9 Unit at Wynn Las Vegas earned a Platinum Level accreditation through the International Casino & Resort Working Dog Association, a third-party audit of procedures and facilities for best practices. Extensive training is required for K9 staff responsible for animal handling. Handler school, field training with an experienced handler, and employee shadowing take about six weeks. K9 staff are required to maintain their training knowledge by passing a third-party detection certification program annually, while also completing at least 32 hours of continuing education professional training.

Wynn maintains exceptional standards of animal welfare in its K9 program facilities. Our K9 program is housed in state-of-the-art, climate-controlled living quarters totaling 3,800 square feet. This dedicated space includes separate areas for grooming and bathing, meal preparation, and outdoor play areas with cool misting during the summer season. Large individual kennels are cleaned daily and furnished to reduce stress with sound dampening equipment, auto-filling water bowls, and large beds.

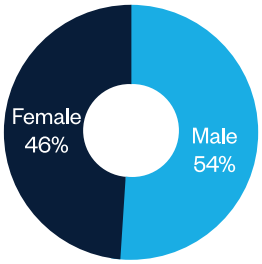
Nutrition and health are central to our K9 team. Each K9 receives a comprehensive Health & Dental Insurance Plan, as well as regular Veterinarian care every six months. On a daily basis, handlers inspect K9s for any signals of health problems. K9s receive fresh water and consistent high-quality meals, which are approved by a board-licensed Veterinarian. Our K9s are encouraged to express their natural behaviors during their multiple daily play times. To ensure the dogs are not overworked, bodily weight, food consumption, and work activity are tracked.

Our K9 operations and procedures work to protect the K9s from fear or distress. Sound dampening equipment is used throughout the facility, and classical music is played to reduce stress. The use of compulsion training, choke chains, shock collars, and other harsh training tools are prohibited. Instead, trainers receive extensive training and employ positive reinforcement training techniques using operant conditioning methods.

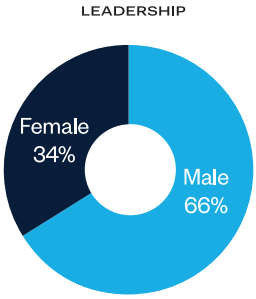
To raise awareness with hotel guests on how to behave toward K9s while they are working, K9s wear harnesses labeled "DO NOT PET." K9 handlers communicate with guests and are easily identifiable by wearing uniforms labeled "Wynn Las Vegas K9 Handler." In addition to daily efforts, the K9 trainers host Training & Operations classes, offered to the public through the Wynn Master Class Series. This class educates the public on how the working K9s are trained and operate.

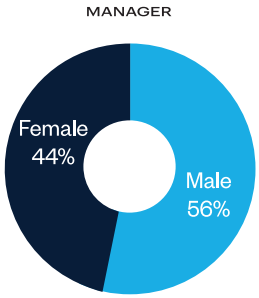
Wynn North America Workforce *Highlights*

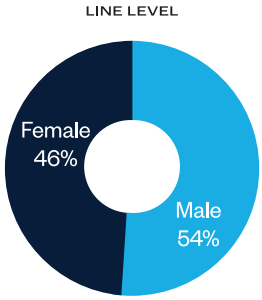
Wynn North America 2020 Gender in the Workforce



Wynn North America 2020 Gender at Levels of Leadership







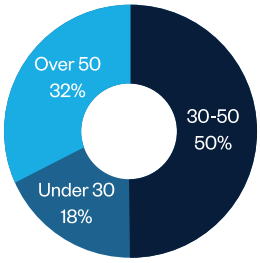
99.9% of employees in Wynn North America earned above minimum wage in 2020.

Wynn North America 2020 Turnover Rates

Voluntary Turnover Rate	**9%**
Involuntary Turnover Rate	**10%**

The average hourly wage for Wynn North America was **$27.71 USD** in 2020.

Wynn North America 2020 Employee Age Distribution



14% of Wynn employees in the U.S. held positions of management in 2020.

34% of Wynn Resorts Executives in the U.S. are **FEMALE.**

30% of Wynn Resorts Executives in the U.S. represent **MINORITY ETHNICITIES.**

37% of Wynn employees in the U.S. were covered by collective bargaining agreements in 2020.

Wynn Resorts is developing and promoting **DIVERSITY** in its executive leadership pipeline, with **54%** of managers being ethnically or racially diverse.

Wynn employees in the U.S. received more than **3,500 HOURS** of COVID-19 safety training before reopening in June 2020.

Wynn North America
Our Communities

Corporate Community Message

Monica Moradkhan,
Wynn Resorts VP of Community Relations

As champions of the destinations we serve, Wynn Resorts invests heavily in enhancing the quality of life in our home communities. To this end, we focus on leveraging our core expertise in hospitality and development to create community engagement and social-impact programs that truly take care of others. Our mission is twofold: to build stronger and more resilient communities that our employees can proudly call home, and to foster our reputation as world-class centers of tourism our guests will travel the world to experience.

Combining philanthropy with citywide economic and infrastructure development has become our community relations calling card. And because each community we operate in functions with its own unique framework, we design customized community-development projects to solve specific social challenges. To ensure these projects work better for more people and drive long-term inclusive growth, we partner with a spectrum of local civic leaders to identify financial, supply chain, and operational gaps for Wynn Resorts to fill where it matters the most. We continue to rely on these essential relationships with community leaders to help guide our extensive nonprofit work as we lift up the underserved, as well as mobilize immediate relief efforts during times of crisis or natural disaster.

In many ways, 2020 was the ultimate test of our commitment. Every person, no matter his or her circumstance, shared a collective stress. And as the months in quarantine increased, so did the need for even the most basic of supplies—including, for many, where their next meal was coming from. This need grew into a food-insecurity epidemic in both Las Vegas and Boston, eventually reaching levels that were unheard of just months before. Although our Company gifted more than $4 million in products, supplies, and funds to a wide range of healthcare and civic organizations responding to the pandemic's devastating impact, fighting hunger became one of our most prevalent causes, with nearly $1 million in food and meals donated. We will continue to combat this problem month after month for the foreseeable future.

Our Company's legacy as agents of change is only made possible, however, with the collective spirit of service in the hearts of our dedicated employees. Collectively they have inspired our corporate culture of giving for the past 15 years, bettering our home communities for generations to come, and turning feelings of helplessness into a more hopeful future for countless people in need. One of our Company's guiding principles has always been to "care about everyone and everything," a promise we are proud to fulfill every day in ways that extend far beyond the walls of our resorts.

Heart *Meets* Action

During the COVID-19 shutdown of March, April, and May 2020, Wynn employees—like millions of people around the globe—wanted to find ways to support their communities. However, options were limited. They could no longer volunteer in person, even as this had always been a hallmark of Wynn's charitable efforts.

Still, the employees would not be deterred. Wynn's Community Relations team quickly launched a virtual volunteering program to help employees stay active and engaged. The "Give 15 Minutes" campaign encouraged employees to choose from a large menu of short but impactful tasks, such as check-in calls to seniors, letter writing, student mentoring, food delivery, or translation assistance. Virtual volunteering continued beyond the three-month shutdown, and Wynn employees logged 15,758 remote volunteering hours for more than 40 organizations through the end of 2020.

A Good Samaritan Approach

Recognizing that nonprofits cannot address every community need, or even channel all the generosity of our employees, Wynn launched another new initiative in 2020: The Good Samaritan program. It recognized and encouraged all that Wynn employees do to serve their communities outside of the Company's partnerships with nonprofit organizations.

For instance, instead of just reading books to students through Wynn Las Vegas' partnership with Peterson Elementary School, employees could read books to children and friends virtually. Or instead of participating in a cleanup with Get Outdoors Nevada, they could pick up litter in their own neighborhoods or local parks.

Specific guidelines explained what types of activities employees could report as Good Samaritan Volunteering. Community Relations staff reviewed each submission for approval. In total, Wynn employees performed 2,639 hours of Good Samaritan actions in 2020, and the program is now a permanent option for volunteering due to its success and popularity.

Employee-led Initiatives

The challenges of 2020 also inspired Wynn employees to identify and rally around several large projects. Wynn Las Vegas employees shared patterns, materials, and supplies to sew more than 4,000 face masks for hospitals, nursing homes, homeless shelters, law enforcement, and military personnel. Materials and labor were donated by employees from the Front Desk, Table Games, *Le Rêve* Costume & Wardrobe, and Housekeeping.

Together, Table Games employees at Wynn Las Vegas pitched in $3,400 to purchase supplies for hundreds of "cheer baskets" filled with feel-good items like candy, juice, granola bars, mints, and gum. They also added handmade items like masks and dried fruit before delivering the baskets to more than 100 hospitals, police stations, fire stations, and home-bound seniors.

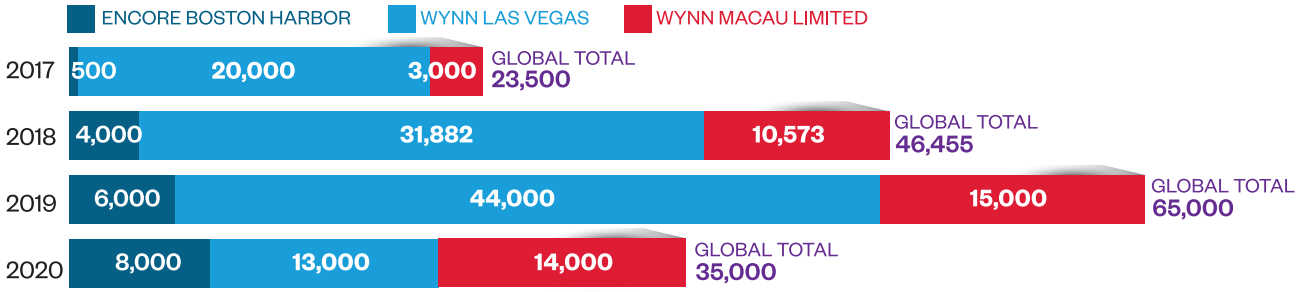
At Encore Boston Harbor, Table Games employees organized a fundraiser to address the shortage of personal protective equipment (PPE) for local doctors, nurses, and other hospital staff. More than 70 dealers contributed $7,580 to help five Boston-area hospitals, and the amount was doubled by Wynn Resorts' Corporate Matching Gifts program.

Similarly, Encore Boston Harbor's Food and Beverage team came together to raise more than $22,000 with the Corporate Matching Gifts program to support Everett Grace Food Pantry's COVID-19 relief efforts. "I love how involved our company is in our local community," said Sara Campos, Food and Beverage Marketing Manager for Encore Boston Harbor. "I believe at one point in life, everyone is going to need help from others. Every dollar counts; every act matters."

We're Stronger Together

Finally, in 2020 Wynn Community Relations also launched the Stronger Together Collective to enhance resources and networking for our nonprofit partners and to provide a platform for thought-provoking dialogue. The program consisted of carefully curated newsletters and programming, such as webinars and virtual round tables on topics like encouraging volunteerism, fundraising, team leadership, and development.

Wynn Resorts Global Volunteer Hours



Despite the constraints to gathering and in-person volunteering in 2020, our employees continued to give their time to the community in ways that were above and beyond expectation during a global pandemic.

Giving in Response

In 2020, the COVID-19 pandemic disrupted life as we knew it and created tremendous need across our communities. Wanting to do our part, Wynn Resorts gave to dozens of organizations requesting supplies and funds to assist medical workers, first responders, food banks, shelters and more. In total, we gifted more than $5 million in cash and in-kind donations to organizations responding to the pandemic's devastating impact.

To help healthcare workers, Wynn's purchasing department procured and donated 245,000 N95-equivalent respirator masks to hospitals throughout Las Vegas and Boston. The Company also provided 700,000 surgical masks, 500,000 pairs of medical gloves, and more than 60,000 toiletries to hospitals, nursing facilities, law enforcement, and National Guard troops.

When National Nurses and National Hospital Weeks took place amid the shutdown, Wynn's Food & Beverage team demonstrated our appreciation by baking 10,000 cookies, which were then delivered to facilities throughout our communities by Wynn volunteers. Similarly, Wynn offered a complimentary one-night stay to 10,000 of our nation's first responders in appreciation of their selfless work.

More Than Just Treats

In the first few weeks of the COVID-19 shutdown in March 2020, Wynn donated 175 pallets of food valued at more than $800,000 to 15 food banks in Las Vegas and three in Boston. Throughout that month, Wynn Las Vegas also partnered with Three Square Food Bank to donate more than 43,000 pounds of groceries at four elementary schools in the community.

Likewise, our chefs worked with volunteers to prepare and deliver thousands of ready-to-eat meals to hard-working nonprofit partners. In all, they provided:

- **5,075 meals to SHARE Village** for food-insecure residents in Las Vegas
- **280 meals to Ronald McDonald House Charities** of Greater Las Vegas
- **644 meals to The Shade Tree** - a shelter for women and children
- **6,000 meals to Massachusetts Emergency Management Agency**
- **14,000 meals to Catholic Charities of Southern Nevada** to serve to the Las Vegas homeless and food-insecure population
- **1,225 meals** to the Las Vegas location of **U.S. Vets**

The **Wynn Employee Foundation (WEF)** is a charitable giving foundation funded and managed by employees of Wynn. Wynn Resorts matches all WEF donations. Despite 2020's economic uncertainty, the Foundation raised $505,949 and gave $235,000 to seven nonprofits in Las Vegas and Boston that focus on food insecurity and combating domestic violence.

Like almost all live entertainment, Wynn Las Vegas's show, *Le Rêve - The Dream*, had to shut down. However, it was still able to distribute more than $250,000 raised through its $1 for Charity program, which began in 2019. Teach for America used the funds to create a virtual new-teacher induction and on-boarding program. Opportunity Village, meanwhile, applied the funds it received to help shift the organization's services to in-home nursing, job coaching, behavioral support, and other needs.

Wynn Goes All In

In April 2020, professional athletes, pop stars, actors and CEOs began "challenging" one another via social media to imagine unique ways to raise funds for food insecurity caused by the COVID-19 pandemic. The so-called ALL IN Challenge was created by Michael Rubin, CEO of the sports merchandise company Fanatics and owner of the NBA's Philadelphia 76ers.

Rubin himself challenged Wynn Resorts CEO Matt Maddox, who stepped up with the most exclusive Wynn Las Vegas VIP package ever produced. "I accept the ALL IN challenge, and I am 'all in' to help defeat food insecurity in America," Maddox said. "Wynn Las Vegas may be closed, but it won't always be, and when it's time to come back, I believe Las Vegas will be bigger, bolder, and more audacious than ever. We're offering a once-in-a-lifetime experience at Wynn that is an invitation to become Las Vegas royalty."

Wynn's VIP package—valued at more than $250,000—included a private jet for six, a stay in an invitation-only Villa, and the opportunity to meet a Wynn headliner. It was offered as both a sweepstakes and an auction for two winners, and the package ultimately raised more than $722,000 for Meals on Wheels, No Kid Hungry, and America's Food Fund.

These group photos without face coverings were taken prior to COVID-19 restrictions.

Unwavering Community Connections

The COVID-19 pandemic disrupted much in life and business operations, but Wynn's commitment to ongoing community initiatives remained unchanged. In September 2020, just three months after reopening with new health and safety protocols, Wynn resumed in-person volunteer efforts with social distancing, masks, and other precautions. We were eager to get back to giving back.

That in-person volunteering, along with virtual volunteer hours, drove the continued success of the **Dollars for Doers** program, which was launched at Wynn Las Vegas in 2019. The program matches cash grants to Wynn employee volunteer hours at schools, senior centers, and other approved nonprofit organizations. In 2020, we quadrupled the maximum grant amount to $1,000 per employee per year for up to 100 hours of personal volunteer time. Plus, the program was expanded to include the community service of Encore Boston Harbor employees.

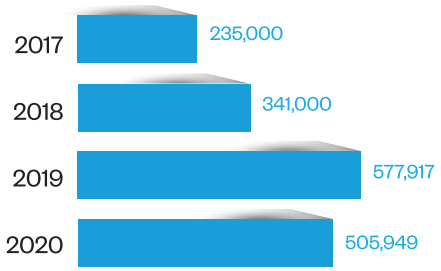
The Wynn **Employee Foundation's Scholarship Program** was extended to Encore Boston Harbor employees and their families in Fall 2019. One of the first recipients awarded in Spring 2020 was Zhihua Zhu, a freshman at the University of Massachusetts Boston who is majoring in computer science. Zhihua's father, Bin Zhu, is an assistant chef at Encore's Red 8 restaurant. The scholarship program provides up to $7,500 per year for tuition and other qualified academic expenses to employees or their children. To date, the Foundation has supported 25 students at post-secondary state institutions with a total of $280,192 in scholarships.

2nd Annual Giving Week

For the second consecutive year, Wynn Las Vegas leveraged the national giving movement that has emerged at the beginning of the holiday season. Instead of simply encouraging "Giving Tuesday" in the week following Thanksgiving, we activated dozens of our company assets to host "Giving Week." Highlights included:

- The **Giving Tuesday Wynn Golf Benefit**, which raised $11,500 for Catholic Charities of Southern Nevada.
- 114 volunteers assisted in packing 2,812 produce bags for **Three Square's Grocery Giveaways**.
- Wynn employees decorated and wrote more than 200 holiday cards for **Shade Tree, Opportunity Village, Catholic Charities of Southern Nevada, and Nevada Senior Services**.

Wynn North America Employee Contributions to the Wynn Employee Foundation ($USD)



- A master class, led by Wynn's K9 team and handlers, sold out and raised $1,200 for **Heart's Alive Village**.

- Wynn Las Vegas Floral hosted a **Holiday Wreath Decorating** class for volunteers to make wreaths for **Nevada Senior Services**.

- The ***Wynn Recipe Collection*** book launched and sold more than 300 copies, with proceeds benefiting the **Wynn Employee Foundation Community Grant Fund**.

- Employees gave 3,924 items to the donation drive benefiting **Catholic Charities of Southern Nevada, Nevada Homeless Alliance, and Project 150**.

- Wynn Las Vegas donated the proceeds from our signature "Singing Frog" beer, which raised more than $30,000 for **Three Square** food bank.

- Encore Boston Harbor hosted an on-property Bake Sale, which allowed us to donate more than $5,000 to support the **Pine Street Inn**, an organization that serves the homeless population in Boston.

- Wynn Macau and Wynn Palace offered a series of events beginning in November. They had **339 volunteers** and students participate by drawing Christmas cards, knitting scarves, creating denim patchwork, and making Christmas tree and food packages.

Giving Week was a microcosm of how Wynn's employees shined through creativity and dedication in a difficult year. "More than ever, this year inspired us to find creative ways to utilize all of the talents and assets across our organization to better serve community needs," explained Monica Moradkhan, Wynn Resorts VP of Community Relations.

New Initiatives in 2020

The **Nonprofit Leadership Fellows Program** is one of several new community-relations initiatives launched in 2020. The 10-month program is tailored for a small cohort of nonprofit leaders to learn from experienced Wynn executives during monthly round-table discussions. The first cohort launched in September 2020 and included

12 nonprofit leaders from across Wynn's charitable giving pillars: education, vibrant communities, and cultural enrichment. The topics explore the following:

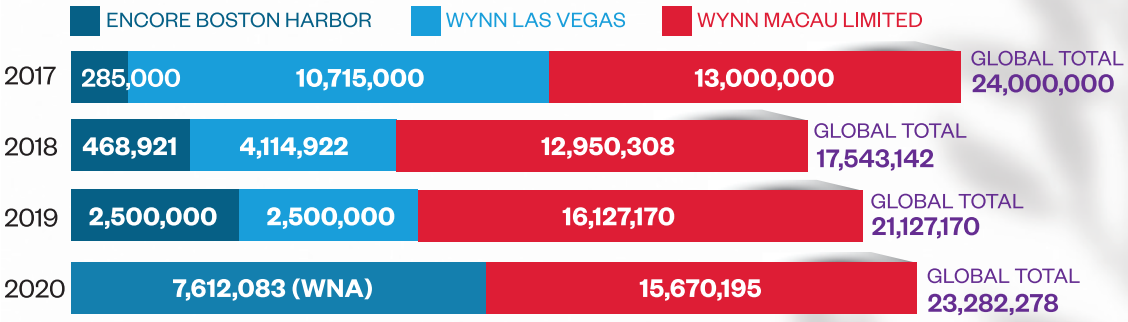
Leadership Excellence and Values
Organizational Goals and Culture
Brand and Digital Marketing
Internal and External Communication
Leading Strategically
Innovation and Resiliency
Finance and Accounting
Board Development

In 2020, Wynn executives also began volunteering their time to **Executive Class Visits**. In partnership with Leaders in Training, the Fulfillment Fund, and the UNLV Harrah College of Hospitality, our executives virtually visit high school and university students to provide career and life advice. For the university visits, we schedule executives who are experts on particular class topics, such as Organizational Behavior in Applied Service Industry, Data Analysis and Hospitality Service Management, to share their insights and knowledge.

UNLV Executive Scholar Program

Wynn also gave $250,000 to the University of Nevada Las Vegas' IGI Leadership Diversity Initiative fund, which includes support for the Young Executive Scholars Hospitality & Tourism Program (YES). Each summer, rising stars in the Clark County School District are invited to participate in the four-week summer program to discover managerial and executive-level career opportunities in the global hospitality tourism industry.

Wynn Resorts Global Donations and Sponsorships Given ($USD)



In the face of a global pandemic, which affected every aspect of our business, we continued to take care of our communities with material and financial donations.

Preventing Human Trafficking

Human trafficking is a global issue that requires local efforts to combat. The hospitality industry must play an important role in helping to prevent it. At Wynn Resorts, we rallied around the issue in 2020, developing new training programs and security procedures that are being implemented in 2021 in order to do our part to combat this terrible crime.

Wynn Las Vegas drew on the program developed at Encore Boston Harbor, which partnered with My Life My Choice, a Boston-based nonprofit, to educate every Encore Boston Harbor employee on the topic before the resort opened in 2019. My Life My Choice continued to provide refresher trainings to Encore Boston Harbor employees throughout 2020, including a webinar for supervisors on the persistence of the practice of human trafficking during the COVID-19 pandemic shutdown.

"At My Life My Choice, we have been impressed with the unique investment that Encore Boston Harbor has made in preventing commercial sexual exploitation from happening within their property. They have showed continued interest in our partnership by bringing us on-site to train their staff, train virtually, and co-create relevant materials. We look forward to our continued partnership," said Lisa Goldblatt Grace, Executive Director of My Life My Choice.

In expanding to Las Vegas, Wynn has partnered with the nonprofit iEmpathize to produce training videos and virtual curriculum that will be required of all Wynn North America employees in 2021. The purpose of the training is for employees in both guest-facing roles and back-of-house operations to develop an empathetic, victim-centric awareness of the risks of human trafficking. This will help employees spot suspicious behaviors and take the quickest and safest procedures for alerting Wynn security. These procedures were already put into action in early 2021, when Wynn Las Vegas participated in a Las Vegas Strip-wide search for missing minors during Super Bowl Weekend.

"Human traffickers exploit people and places. iEmpathize equips strategic sectors in communities to safely and effectively respond to human trafficking. The hospitality industry is uniquely positioned to recognize and report this heinous crime when and where it's happening," says Brad Riley, CEO of iEmpathize. "We are encouraged by Wynn making this issue a passion and priority by co-creating training for Wynn employees, the industry at large, and ultimately making a difference in the lives of victims worldwide."

Human Rights Policy

To align all existing company policies under the global framework of Human Rights in business, Wynn established a broader Human Rights Policy for the Company in 2020. The policy formalizes the core principles that guide our procedures and partnerships, using an approach based on the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.

The scope of the new Human Rights Policy commits Wynn to:

- **Diversity in workforce and equal opportunity employment**
- **Freedom of association and collective bargaining**
- **Labor practices in compliance with all applicable laws and regulations**
- **A workplace free of harassment and discrimination**
- **Condemn human trafficking or forced labor in accordance with the International Labour Organization (ILO) Forced Labour Convention**
- **Minimum age requirements to eliminate child labor**
- **Ensure workplace health and safety for all employees**
- **Adhere to environmental regulations and extend responsible practices down our supply chain**

This policy ensures the freedom of association and right to choose a collective bargaining representative, if desired, in accordance with the National Labor Relations Act, without fear of reprisal, intimidation, or harassment. Wynn is committed to investigating concerns of employees and taking action to uphold these fundamental human rights.

For grievances or reporting violations of Company policies, employees have structured reporting options, including a confidential hotline. Employees will not be subject to retaliation or adverse employment action because of a good faith report of suspected misconduct or for assisting in any investigation of suspected misconduct. This information is included in our Code of Business Conduct and Ethics.

Discrimination or harassment are not tolerated in the Company by any employee, supplier, or customer. The Preventing Harassment and Discrimination Policy supports equal opportunity in employment to all persons regardless of race, color, national origin, sex, pregnancy or pregnancy-related conditions, actual or perceived sexual orientation or gender identity/expression, age, religion, active or retired veteran status, genetic information or ancestry, disability, history of disability or perceived disability, or any other basis protected by federal, state, or local law or ordinance or regulation (Protected Characteristics). This policy also prohibits harassment and discrimination in employment, including hiring, promotion, assignment, discharge, benefits, compensation, and training.

Guest service and professionalism are upheld to the highest standard in our operations, and inappropriate

behavior toward employees is not tolerated. Our employees receive guidance and support in responding to disrespectful guest behavior, with reporting structures in place to ensure each situation is handled with an appropriate response that upholds our standards of conduct and workplace safety. This information is detailed in the Preventing Harassment and Discrimination Policy and in the Employee Interaction with Guests and Other Third Parties Policy.

The Company continuously extends our standards down our supply chain to reduce our environmental impact as we move closer to achieving our goal of operating zero carbon, zero waste resorts. It is important for our suppliers to uphold our same standards of labor rights, working conditions, and environmental compliance. Our Anti-Human Trafficking Policy prohibits trafficking from our entire supply chain, including human trafficking of any age, involuntary servitude or slavery, or sex trafficking.

Wynn fosters an inclusive culture that respects and values the diversity among its employees, guests, and communities. Respect is central to cultural exchange in our business activities, including traditional livelihoods, indigenous peoples, and cultural heritage sites. Our business activities do not engage with UNESCO or World Monuments Fund cultural heritage sites. Should our status change, information will be published in our annual ESG Report.

Because the Company goes beyond labor practices to comply with applicable laws and regulations, we excel in building a workplace that attracts and retains employees during turbulent times. These practices include paying livable and above-minimum wages, free online wellness coaching, competitive benefits and healthcare options, and transparent staffing decisions that retain as many employees as possible during reductions or restructuring. Information on payment practices is published annually in the Company's ESG Report, and employees have access to our workforce adjustment practices in the Furlough and Recall Policy.

For employees with dependents and families, Wynn offers a variety of programs that support work-life balance. As a covered employer under the Family Medical Leave Act (FMLA), Wynn provides unpaid, job-protected leave to eligible employees for a maximum of 12 work weeks in a 12-month period for reasons covered under the FMLA. Employees have formal options for special leave in situations of pandemic-related sickness, mandatory education-related events, or school-related emergencies. For employees with growing families, up to six weeks of paid parental leave is available upon the birth or placement of a child. The company financed programs for school-aged children of employees, which allowed them to attend virtual-learning centers while schools were closed during the pandemic.

Wynn North America
Our Planet

Corporate Sustainability Message

Erik Hansen, Wynn Resorts Chief Sustainability Officer

To protect the future of luxury hospitality, we must take an active role in protecting our planet. As a Fortune 500 company and internationally recognized brand, Wynn Resorts understands its responsibility to address the complex environmental issues facing our entire industry. Through the guiding principles of our global sustainability program, known as Goldleaf, we continuously accelerate our progress toward our goal of leaving the planet in better condition than we found it.

As we experienced the depths of a global pandemic throughout 2020, we were reminded, yet again, how connected each one of us truly is, and that we are all sharing planet Earth. It is more important than ever to defend and protect the one irreplaceable natural resource we all call home. Through our efforts, the direct environmental impact of each of our resort operations is measurable. Armed with the knowledge provided by our internal sustainability research, we took considerable steps in 2020 to continue limiting Wynn Resorts' environmental footprint. We were able to enact several new eco-friendly innovations globally this year, especially in the fields of recycling and waste management, during a time when single-use items remained critical to keeping our guests and employees safe. Despite this influx of material, we are proud to share that Encore Boston Harbor achieved 100-percent landfill diversion during its first full year of operation, while Wynn Las Vegas increased its diversion from the landfill compared to 2019.

Our ultimate corporate goal is aggressive, but achievable: to operate zero carbon, zero waste resorts. Every year we move closer to realizing this objective by building on past successes, anticipating future needs, and pioneering best-in-class new programs that are engineered to exceed government-regulated standards. With a circular approach that encompasses our entire supply chain, we constantly examine ways to reduce each of our resorts' environmental impact in our Company's focus areas of renewable energy, water conservation, waste diversion, recycling, single-use plastic abatement, responsible food sourcing, and natural habitat protection. To promote the adoption of sustainability measures by like-minded organizations, we consistently disseminate our environmental solutions through transparent annual reporting and relevant information-sharing activities across a number of sectors.

In the years to come, we will continue to think critically about how we can protect our planet. The answers to this question shape decision-making across every aspect of our business, which in turn creates real, immediate, and meaningful impact for our employees, business partners, and shareholders—but most importantly for our guests, who place their trust in us to deliver a sustainable luxury experience without sacrificing the Five-Star service that only Wynn Resorts can provide.

Wynn Targets Net-Zero Operations

In the same way the COVID-19 pandemic required a global response, climate change and environmental sustainability also require bold commitments and even bolder actions. We believe it is our duty to help alleviate the negative impacts on our world, and have made public commitments to several significant initiatives designed to confront the global threat of climate change, including:

1

Net-Zero by 2050

To reduce or offset all carbon dioxide (CO^2) produced by our operations no later than 2050.

2

Carbon Dioxide Emissions peak by 2030

To stop and reverse year-over-year growth of operational carbon dioxide (CO^2) emissions by 2030.

3

50% renewable energy procurement by 2030

To increase Wynn's supply of renewable energy produced or procured to at least 50-percent of total consumption by 2030.

Our commitments are aligned with the recommendations made by the Intergovernmental Panel on Climate Change (IPCC) for limiting global warming to below 1.5 degrees Celsius, as referenced in the 2015 Paris Climate Accord.

"We continuously invest in the creation of first-in-industry programs that increase our energy efficiency while reducing the environmental footprint of our resorts. Guided by the science that supports these aggressive sustainability goals, we will take a full product lifecycle approach that will grow to encompass our entire global supply chain," said Matt Maddox, CEO of Wynn Resorts.

Building on Past Innovations

To achieve these climate goals, Wynn will build on the successful planning, implementation, and expansion of the numerous large-scale environmental projects in place to reduce the harmful effects of climate change, including:

Wynn Solar at Stillwater – In 2018, Wynn installed one of the 10 largest corporate solar sites of the year, featuring 20 megawatts (MW) of generating capacity.

Rooftop Solar in Las Vegas – Wynn's Las Vegas properties include 2 MW of rooftop solar panels, which work in concert with the Stillwater project to help supply up to 75-percent of our peak energy needs from the sun.

Boston Microgrid Innovation – Encore Boston Harbor is the first integrated resort in the U.S. with an on-site microgrid that balances solar energy production, combined heat and power co-generation, and battery storage.

Encore Boston Harbor Site Remediation – Wynn Resorts turned a polluted industrial site along Boston's Mystic River into a thriving riverfront environment where wildlife is flourishing, giving the local community a renewed waterfront greenspace to enjoy.

Waste Reduction Overhauls – Operations at Encore Boston Harbor were designed to send zero waste to landfills, and Wynn Las Vegas continues to replace single-use plastics with sustainable alternatives while also implementing single-stream recycling.

"The sustainability issues we prioritize are backed by an understanding of exactly how we directly and indirectly impact the environment with our current operations," said Erik Hansen, Chief Sustainability Officer of Wynn Resorts. "This includes an enterprise-wide ability to reduce our carbon dioxide emissions, energy use, and waste diversion, helping us cater to the needs of our guests. We deploy innovative sustainability initiatives that range from the targeted to the revolutionary, such as analyzing climate patterns for optimal water use on the golf course and creating an on-site microgrid with multiple energy resources."

Returns on Renewable *Strategies*

Mitigating climate change requires a focused and deliberate migration to renewable and sustainable energy resources, which is why Taking Action is one of the four pillars of our sustainability strategy. Over the last five years, Wynn has made significant investments in renewable energy projects that decrease the environmental impact of our energy consumption and give us greater control over our energy procurement portfolio.

Wynn's two North American properties each have distinct renewable energy strategies and projects advancing our zero-carbon goals. In Nevada, where open space and sun are plentiful, Wynn Las Vegas has gone all-in on solar energy. In 2018, we worked with Enel Green Power to build the 20-megawatt (MW), 160-acre Wynn Solar Facility in Stillwater, Nevada, and to install more than 1 MW of rooftop solar on our Las Vegas resort. With the expansion of the Wynn Las Vegas Convention Center in 2019, we seized the opportunity to install additional rooftop solar panels, bringing our total solar capacity in Nevada to more than 22 MW.

By the end of 2020, our Nevada solar projects had generated a total of more than 60,000 megawatt hours (MWh), equivalent to powering a home for 5,000 years or saving more than 93 million pounds of CO^2 from emission into the atmosphere.

Encore's 100% Renewable Solution

To reach 100-percent renewable energy status, Encore Boston Harbor utilizes 1 MW of rooftop solar, 3 MW of ultra-efficient natural gas-fired CHP co-generation, 4 MW/8 MWh on-site battery storage, and Green-e Certified renewable energy credit purchasing. The on-site energy systems are linked together in a state-of-the-art microgrid that balances power supply with both the needs of the resort and the stability of the larger New England power grid.

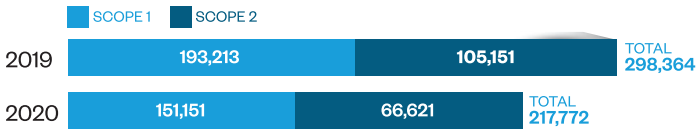
Encore's microgrid not only provides clean and reliable power to the resort, but also enables it to participate in the demand response programs of the region's major utilities and grid operators. During times of high energy demand, the utility signals Encore's microgrid to discharge energy stored in its batteries, thereby reducing the need for local utilities to fire up additional fossil fuel powered generators or build additional infrastructure to meet peak demand.

Massachusetts' Alternative Energy Portfolio Standard also incentivizes systems like Encore Boston Harbor's combined heat and power co-generator (CHP), technology which helps the community transition to larger percentages of electricity from renewable energy. On-site CHP is well-suited to large facilities like Encore Boston Harbor, which have high annual hours of operation and continuous thermal load. In these instances, on-site CHP is more efficient than transmission power and provides great reliability. It increases the overall efficiency of the grid and reduces the need for additional utility-owned power generation. Encore Boston Harbor's co-generation dispatched more than 19 million kWh in 2020.

With one of the first microgrids of this scale at an integrated resort in the region, Encore Boston Harbor actively shares data and lessons with the Massachusetts Department of Energy Resources (DOER) in an effort to expand the benefits of co-generation and battery storage in the state. In the future, we will continue our efforts to collaborate with local energy providers and expand our renewal efforts so we can better meet the requirements to combat climate change.

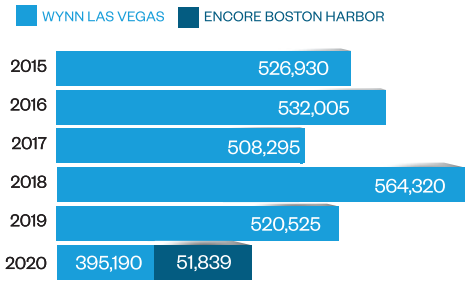
Wynn North America Environmental Data

Wynn Las Vegas Carbon Dioxide Emissions by Scope
(Metric Tons CO^2)

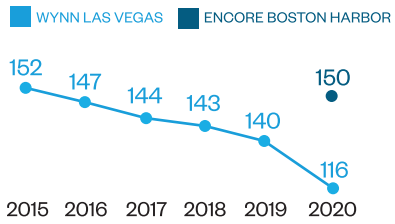


Wynn North America recycled **4,123 pounds** of soap in 2020.

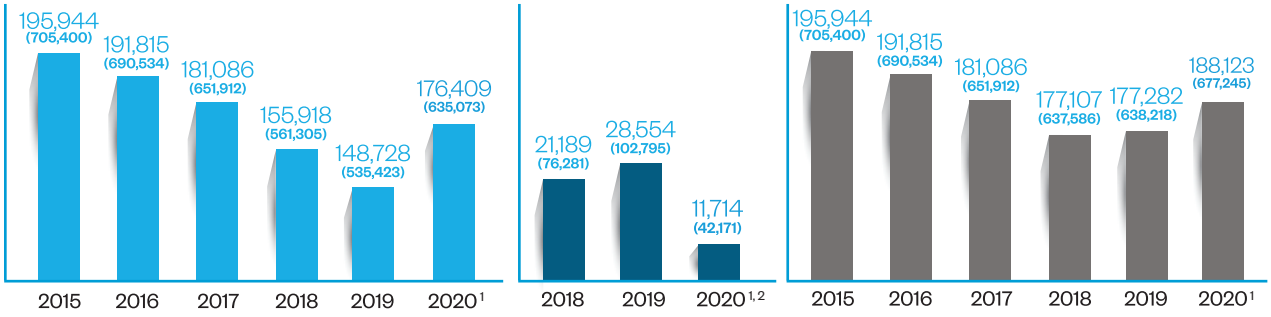
Wynn North America Water Consumption
(Gallons x 1,000)



Wynn North America Energy Use Intensity
EUI Ratio (kBtu/SqFt)



Wynn North America Power Consumption by Energy Type



Non-renewable Energy
MWh **(Gigajoules)**

Renewable
MWh **(Gigajoules)**

Total Consumed
MWh **(Gigajoules)**

[1] Total 2020 electricity consumption for Wynn North America included both Wynn Las Vegas and Encore Boston Harbor.
[2] The Wynn Solar Facility took an unscheduled maintenance outage in 2020, resulting in decreased annual output.

Wynn Las Vegas diverted **38% of waste** from the landfill in 2020.

Encore Boston Harbor diverted **100% of waste** from the landfill in 2020.

Waste Management Programs

The COVID-19 pandemic has been a challenge to typical operations in many ways, especially with regard to responsible waste management. While Wynn Las Vegas was replacing many single-use plastic items with reusable alternatives in 2019, in 2020 single-use items remained critical to upholding the health and safety standards that keep our guests and employees safe.

For example, single-use sanitation items became essential to creating a safe and worry-free guest experience during the COVID-19 pandemic. Our June 2020 reopening plans required that we provided proper sanitation, and all Wynn properties are still doing more than ever before to facilitate a safe guest experience. In conjunction, as Wynn goes above and beyond for our guests, we are also striving to minimize and responsibly manage single-use sanitation waste at our resorts. We believe both guest safety and environmental responsibility are critical to our future.

Landfill Diversion

Despite the challenges created by the pandemic, Encore Boston Harbor achieved 100-percent landfill diversion in its first full year of operation. The resort's comprehensive waste-management infrastructure employs recycling, composting, and waste-to-energy conversion to ensure no waste goes to landfill.

With fewer waste-management resources available, the waste-management market in Nevada is less mature than in Massachusetts. However, in 2020, Wynn Las Vegas began a new partnership with RENUoil of America to develop custom solutions for increasing the resort's waste-diversion rate. This local, family-owned business specializes in on-site recycling and manages all waste and special projects for Wynn Las Vegas.

Innovative Product Partnerships

Wynn Resorts' waste-management partnerships aren't limited to only end-of-cycle service providers. Wynn actively seeks partnerships with innovative brands manufacturing products that offer unique experiences to our guests, while also lowering the environmental impact found in more conventional options.

Proud Source Water is one such supplier. Wynn Las Vegas has partnered with Proud Source to procure the highest quality water in a sustainable vessel in lieu of plastic water bottles. Proud Source water is bottled via gravity feed directly below a Rocky Mountain natural spring in Mackay, Idaho. Proud Source's guiding principle is to leave the planet a better place than they found it, while also maintaining clear goals for zero waste operations, net-zero energy, and corporate giving. In addition, the company has achieved B-Corp certification and uses only aluminum bottles and caps to enable high-value material recycling and a fresh drinking experience—which is better for guests and better for the planet.

"We're thrilled to partner with Wynn on their efforts to educate consumers on sustainability, and the importance recycling can play in helping the planet," says CJ Pennington, President and Co-Founder of Proud Source Water. "At Proud Source, we're committed to bottling the highest quality spring water in a superior sustainable package, and aluminum is one of the most easily recycled options available, offering a simple way for Wynn guests to make a big difference when it comes to keeping plastic out of our oceans and landfills."

Wynn Macau, Limited

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2020 Global ESG Program

The core values and beliefs that guide the corporate culture of excellence at our North American resorts extend to Wynn Macau and Wynn Palace, both considered shining examples of Five-Star luxury located in China's prestigious Greater Bay Area. As Wynn Resorts remains united under one global ESG mission, our Macau resorts comply with local laws and procedures that are unique to their operations, while honoring historic Asian cultural, artistic, and hospitality traditions.

For more information on how Wynn Macau and Wynn Palace have demonstrated an inspiring resiliency throughout the challenges of 2020 while also achieving ESG initiatives specific to employee engagement, community impact, and care for our planet, please click here.

Corporate *Governance*

Corporate Governance Message

With 22 *Forbes Travel Guide* Five-Star hotels, spas, and restaurants across our global portfolio, Wynn Resorts holds the most Five-Star awards of any independent hotel company in the world. For our dedicated team of professionals who provide this level of service excellence to our guests, their work is more than a career; it's a calling. Through effective leadership and rigorous corporate oversight, the Wynn Resorts Board and Executive team take seriously their duty to protect and enhance our remarkable corporate culture as we aim to push the entire hospitality industry to new heights, year after year.

We evolve our Company's legacy of progress by continually enhancing our operational structures, processes, and controls to support and promote ethical behavior across every sector of our business. Over the past several years, the Wynn Resorts Board and Executive team have been reinvigorated with a new composition of industry experience and leadership skills that better reflect the progressive and forward-focused direction our Company is headed. We have also strengthened our proactive engagement with shareholders to gain valuable insight and new perspectives, enabling us to be more responsive to their needs.

This ability to adapt to larger change within our industry, and in many cases to larger change that is reflective of our society, is a uniquely flexible tenet of our culture, especially for an enterprise of our considerable size. We can do this because we are deeply rooted in our core values and principles, while allowing for timely interpretations of their meaning. Rising to meet the moment in 2020 meant caring for our employees' physical and mental health, maintaining connections, and continuing leadership development in several new ways during trying times brought by the pandemic. It also meant we took a renewed look at how we could strengthen our human-rights policies to ensure that all of our employees feel psychologically supported while at work.

With clear, ESG-centric values as our guide, we continue to make significant strides on our path to fit-for-purpose governance in ways that are responsible, accountable, and transparent. In 2021 and beyond, we are confident the overriding quality that makes Wynn Resorts the world leader in luxury—our unwavering commitment to excellence—is the same quality that will keep us positioned at the forefront of the global hospitality industry for decades to come.

Board Composition and Diversity

AVERAGE DIRECTOR TENURE:
3.5 Years

Compared with 7.9 years average tenure for the S&P 500

50%
(5 of 10) DIRECTORS ARE DIVERSE

Compared with 28% for the S&P 500

66%
(2 of 3) BOARD COMMITTEE CHAIRS ARE WOMEN

Compared with 26% for the S&P 500

ROONEY RULE ADOPTED IN 2019

Prevalent at less than 24% of the S&P 500

INDEPENDENT CHAIRMAN

Prevalent at only 34% of the S&P 500

Our Nominating and Corporate Governance Committee is dedicated to maintaining a Board of Directors ("Board") with a broad spectrum of experience and expertise that will promote the presentation and consideration of different points of view, meet the Company's evolving needs and strengthen our diversity.

In 2019, the Nominating and Corporate Governance Committee reinforced the Board's commitment to diversity of experiences and perspectives among its members. The Nominating and Corporate Governance Committee amended the Company's Corporate Governance Guidelines to adopt an NFL-style "Rooney Rule" policy to include (and have any search firm that it engages to include) candidates with a diverse background in race, gender, and/or ethnicity when evaluating new candidates for the Board. At that time, the Nominating and Corporate Governance Committee had also established a goal of achieving 50-percent diversity among Board members. These considerations have been important factors in recent additions to the Board, including the appointment of Mr. Darnell Strom to the Board.

As of the 2021 Annual Meeting, our board is 50-percent diverse, with four female directors and one racially diverse director.

Why Our Board Governance is *Effective*

Robust Independence	Accountability and Alignment with Shareholders	Effective Oversight
Separate Independent Chair and CEO roles enshrined in Bylaws[1] All non-executive directors are independent[2] and empowered to propose agenda items Independent directors meeting in executive sessions at each regular Board meeting Fully Independent Audit, Compensation, and Nominating and Corporate Governance Committees Third party review of compensation[3]	Strong stock ownership guidelines -3x annual retainer for directors -6x base salary for CEO -3x base salary for our President, Chief Financial Officer and Executive Vice Presidents Anti-hedging and pledging policies[4] Mandatory director retirement threshold at age 75 10b5-1 Plans[5] Commitment to Diversity -Adopted NFL-style "Rooney Rule" in 2019 -Support for NASDAQ rule to require director	Compliance Committee composed of three individuals who are independent of the Company and the Board Regular director education and compliance training including mandatory preventing sexual harassment and workplace compliance training conducted by Company's outside counsel Executive sessions of the Audit Committee with: -Independent Auditors -General Counsel -Chief Audit Executive -Chief Financial Officer -Chief Global Compliance Officer

(1) The responsibilities for the Board chair are disclosed in our Corporate Governance Guidelines available on our website.

(2) All of our non-executive Board members qualify as "independent" under NASDAQ listing rules. All members of the Audit and Compensation Committees satisfy the independence requirements under the Securities Exchange Act of 1934, as amended (the "Exchange Act").

(3) Our CEO's compensation is established and reviewed by the Compensation Committee, all of whose members are independent. The Compensation Committee engages an independent third party to evaluate the level of the compensation provided to our NEOs. This evaluation was last completed in 2020 by Radford as described in the "Compensation Discussion and Analysis".

(4) Pursuant to the Company's Trading Policy, our directors and executive officers are prohibited from engaging in speculative transactions in the Company's securities, such as trading in puts and calls, or selling securities short, and from all hedging and prospective pledging of Company securities as collateral for any loan, including holding securities in a margin account and obtaining a loan or other margin credit under such account, unless approved in advance by the Board.

(5) Our Trading Policy requires any executive who, at the time of the transaction owns more than $15 million of Company stock, and all directors to enter into a 10b5-1 plan for transactions related to our securities.

Board Role in *Risk Oversight*

The Board's goals are to build value for the Company's shareholders and to promote the vitality and sustainability of the Company for its customers, employees, jurisdictions in which it does business, our planet, and the other individuals and organizations that depend on the Company.

To achieve these goals, the Board monitors the performance of the Company (in relation to its goals, strategy, risks, and competitors); reviews the Company's compliance efforts; and, through the Compensation Committee, evaluates and addresses the performance of management, including the Chief Executive Officer.

The Board has an active role in overseeing the Company's areas of risk.

- The Board and its Committees, in consultation with management and the Company's independent auditors, regularly review the Company's risk profile and have identified specific areas of risk, including: regulatory compliance; legal and human resource matters; legislative and political conditions; capital availability and liquidity; gaming credit extension and collection; cybersecurity, including protection of customer and employee data; construction; catastrophic events; and succession planning.

- The Board assesses risks to the Company's long-term strategic objectives, including threats related to our people, our communities, and our planet. The Company addresses these risks through our ESG initiatives.

- The Board (as a whole and through its Committees) has reviewed and approved management's process for identifying, managing, and mitigating these risks. While the full Board has overall responsibility for risk oversight, the Board has assigned certain areas of risk oversight to its Committees as well as to the Company's Compliance Committee.

- Throughout the year, the Board, its Committees, and the Company's Compliance Committee receive reports from management that include information regarding major risks and exposures facing the Company and the steps management has taken to monitor and control such risks and exposures. In 2018, the Board also implemented a process to allow for direct communication of risks and issues from employees to the Board of Directors.

- In addition, throughout the year, the Board, its Committees, and the Company's Compliance Committee dedicate a portion of their meetings to review and discuss specific risk topics in greater detail.

- The Audit Committee is primarily responsible for the oversight of credit, related party, information security, construction, and general financial risks.

- The Company's Compliance Committee primarily oversees risks relating to regulatory, security, workplace conduct, and political compliance.

- For the 2020 fiscal year, management completed a review of the Company's compensation policies and practices and presented its analysis to the Compensation Committee. The Compensation Committee concurred with management's conclusion that such policies and practices do not present risks that are reasonably likely to have a material adverse effect on the Company.

Compliance Committee

The Company maintains a Compliance Program that features a completely-independent Compliance Committee comprised of individuals with extensive familiarity with law enforcement, regulated businesses, ethics, and/or gaming compliance who are not otherwise affiliated with the Company, to oversee and promote the Company's compliance and to ensure that the Company meets the Company's strict policy to conduct business at the highest levels of honesty and integrity.

Shareholder *Engagement*

We regularly engage with shareholders and other stakeholders to receive their insights on significant issues, including company performance and strategy, corporate governance, executive compensation, and environmental, social, and governance topics. Management provides the Board with extensive analysis of shareholder feedback and shareholder voting results. As a result of this review, over the last several years, the Board has made significant changes to compensation practices, governance matters, and ESG reporting.

The Board and Company management remain committed to frequent and robust shareholder engagement. We have made important updates to our pay plans and corporate governance documents and policies based on our changing needs and the input we have received from engagements with our shareholders. Based on specific feedback received, the Board adopted the SASB reporting metrics that were included in our 2019 ESG Report. The Board believes that these metrics provide greater transparency in our reporting as well as heightened accountability to our stakeholders. Our governance practices and policies are more fully explained in our Proxy Statement.

Harassment Prevention Policy

We believe that all employees are entitled to work in a safe environment where they are treated with dignity and respect. The Company does not tolerate offensive, demeaning, insulting, or otherwise derogatory conduct, and is committed to a workplace that is free from sexual harassment and harassment based on other legally protected characteristics, or any other basis protected by federal, state, or local law or ordinance or regulation. Such behavior is prohibited in any form, whether it occurs between coworkers, involves a supervisor, or happens with persons doing business with or for the Company, including guests and vendors. We take disciplinary action, up to termination of employment for inappropriate conduct.

We also believe that we all have a role in creating a positive, safe, respectful work environment. All employees are required to follow and help enforce the Company's harassment and discrimination-related policies, and advise the Employee Relations Department, the Compliance Officer, the Legal Department, or one of our hotlines if they believe those policies have been violated.

Anti-Money Laundering Policy

We adhere to the American Gaming Association's Best Practices for Anti-Money Laundering Compliance. We follow the Best Practices to promote and foster a culture of compliance, by allocating substantial employee time to AML compliance, which includes:

- Establishing a system of internal controls and policies and procedures to assure ongoing compliance with AML requirements.
- Ensuring independent testing of AML compliance, of a scope and frequency that matches the money laundering and terrorist financing risks present.
- Training casino personnel, as warranted for individual jobs, in the identification of unusual financial transactions or suspicious activities, in the recording and aggregation of currency transactions, and in all legal requirements and the casino's compliance policies and procedures.
- Designating an individual or individuals responsible for assuring day-to-day AML compliance at all venues.
- Providing adequate resources to compliance functions.

Reporting
Indexes

About This Report

The Wynn Resorts 2020 Environmental, Social, and Governance (ESG) Report presents information focused primarily on activities that occurred during calendar year 2020. All quantitative data presented in this report is based on the 2020 calendar year, for comparability and accuracy, except where otherwise specified.

Throughout the production of this report, the COVID-19 pandemic continued to affect federal and local policy that shaped the business operations discussed in this report. Because of the evolving circumstances, we continued adapting our COVID-19 response programs to the needs and constraints of the pandemic during 2021. To uphold materiality and completeness in reporting our response to COVID-19, this report includes relevant actions that took place in 2021. This report was published in September of 2021.

This report presents information that references selected Global Reporting Initiative (GRI) Standards and Sustainability Accounting Standards Board (SASB) Standards, maintained by the Value Reporting Foundation.

We expect to update this report annually.

Any questions or comments regarding this report can be directed to:

Erik Hansen
Chief Sustainability Officer
Wynn Resorts, Limited
CorporateSustainability@WynnResorts.com

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<tr><td>GRI 102-2</td><td>Activities, brands, products, and services</td><td>Wynn Resorts 10-K: Item 1 - Business, p. 69;
Wynn Resorts website</td></tr>
<tr><td>GRI 102-3</td><td>Location of headquarters</td><td>3131 Las Vegas Boulevard South, Las Vegas, Nevada, United States</td></tr>
<tr><td>GRI 102-4</td><td>Location of operations</td><td>Wynn Resorts 2020 ESG Report: Property Descriptions, p. 10;</td></tr>
<tr><td>GRI 102-5</td><td>Ownership and legal form</td><td>Wynn Resorts is a publicly traded company incorporated in the United States.
Wynn Resorts Articles of Incorporation</td></tr>
<tr><td>GRI 102-6</td><td>Markets served</td><td>Wynn Resorts 10-K: Item 1 - Business, p. 6;</td></tr>
<tr><td>GRI 102-7</td><td>Scale of the organization</td><td>Wynn Resorts 10-K: Item 1 - Business (Human Capital), P. 16; Notes to Consolidated Financial Statements, p. 69 ; Consolidated Balance Sheets, p. 64; Note 20 - Segment Information, p. 107;</td></tr>
<tr><td>GRI 102-8</td><td>Information on employees and other workers</td><td>Wynn Resorts 2020 Employee Contracts
<table>
<tr><th>Employee Contract</th><th colspan="2">Wynn North America</th><th colspan="2">Wynn Macau Limited</th><th colspan="2">Company Total</th></tr>
<tr><td></td><td>Male</td><td>Female</td><td>Male</td><td>Female</td><td>Male</td><td>Female</td></tr>
<tr><td>Full-Time</td><td>5,131</td><td>3,966</td><td>6,546</td><td>6,545</td><td>11,677</td><td>10,511</td></tr>
<tr><td>Part-Time</td><td>2,475</td><td>2,482</td><td>0</td><td>0</td><td>2,475</td><td>2,482</td></tr>
<tr><td>Permanent</td><td>7,606</td><td>6,448</td><td>6,546</td><td>6,545</td><td>14,152</td><td>12,993</td></tr>
<tr><td>Temporary</td><td>174</td><td>121</td><td>0</td><td>0</td><td>174</td><td>121</td></tr>
</table>
Our workforce numbers in 2020 reflect the changes to our operations coming from the business closures during the onset of the COVID-19 pandemic. We reopened operations with a focus on retaining as many employees as possible.</td></tr>
<tr><td>GRI 102-9</td><td>Supply chain</td><td>Supply Chain Policy Statement

Wynn Resorts recognizes the vital contributions of Minority-owned and Women-owned Business Enterprises (MWBEs) to the economies of the nation, the state, and the community, as well as our Company. Our supplier diversity policy objectives are:
• Actively and routinely seek out qualified MWBEs that can provide high quality commodities and services in a competitive market.
• Encourage major suppliers to Wynn Resorts who are not MWBEs to support diversity in their operations.
• Seek opportunities to support the development and competitiveness of MWBEs through instruction, mentoring, and other outreach activities.</td></tr>
<tr><td>GRI 102-10</td><td>Significant changes to the organization and its supply chain</td><td>Wynn Resorts 10-K: Item 1A - Risk Factors, p. 19;</td></tr>
<tr><td>GRI 102-11</td><td>Precautionary Principle or approach</td><td>Wynn Resorts 10-K: Item 1A - Risk Factors, p. 19;</td></tr>
</table>

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GRI Disclosure Number	Disclosure Title	Disclosure Statement
GRI 102-12	External initiatives	U.S. Green Building Council - Leadership in Energy and Environmental Design (LEED) Green Building Initiative - Green Globes Certification American Gaming Association - Code of Conduct for Responsible Gaming
GRI 102-14	Statement from senior decision-maker	Wynn Resorts 2020 ESG Report: Message from Matt Maddox, CEO, p. 4;
GRI 102-15	Key impacts, risks, and opportunities	Wynn Resorts 10-K: Item 1A - Risk Factors, p. 17; Wynn Resorts Proxy Statement: Board Role in Risk Oversight, p. 14; Wynn Resorts 2019 ESG Report: A Message from Matt Maddox, CEO, p. 4;
GRI 102-16	Values, principles, standards, and norms of behavior	Wynn Resorts Code of Business Conduct and Ethics
GRI 102-17	Mechanisms for advice and concerns about ethics	Wynn Resorts Proxy Statement: Board Communication and Engagement, p. 15; Wynn Resorts Code of Business Conduct and Ethics
GRI 102-18	Governance structure	Wynn Resorts Proxy Statement: Director Biographies and Board Committees, p. 3 and 10;
GRI 102-19	Delegating authority	Wynn Resorts Proxy Statement: Board Committees, p. 10;
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	Our Board of Directors directly supports our sustainability initiatives by prioritizing ESG goals to drive long-term corporate value. The Board committed to continuing its investment in each of these (environmental, social, governance) areas and adopted certain Sustainability Accounting Standards Board ("SASB") metrics to measure our progress in meeting our ESG goals.
GRI 102-22	Composition of the highest governance body and its committees	Wynn Resorts Proxy Statement: Board Committees, p. 10;
GRI 102-23	Chair of the highest governance body	Wynn Resorts Proxy Statement: Board Biographies, p. 3;

GRI Disclosure Number	Disclosure Title	Disclosure Statement
GRI 102-24	Nominating and selecting the highest governance body	Wynn Resorts Proxy Statement: Nominating and Corporate Governance Committee, p. 12;
GRI 102-25	Conflicts of interest	Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts Proxy Statement: Nominating and Corporate Governance Committee, p. 12;
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	Wynn Resorts Corporate Governance Guidelines
GRI 102-28	Evaluating the highest governance body's performance	Wynn Resorts Proxy Statement: Nominating and Corporate Governance Committee, p. 12;
GRI 102-29	Identifying and managing economic, environmental, and social impacts	Wynn Resorts Proxy Statement: Board Role in Risk Oversight, p. 14;
GRI 102-30	Effectiveness of risk management processes	Wynn Resorts Proxy Statement: Nominating and Corporate Governance Committee, p. 12;
GRI 102-31	Review of economic, environmental, and social topics	Wynn Resorts Proxy Statement: Nominating and Corporate Governance Committee, p. 12;
GRI 102-32	Highest governance body's role in sustainability reporting	Wynn Resorts 2020 ESG Report has been reviewed by Wynn Resorts' CEO.
GRI 102-33	Communicating critical concerns	Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts Proxy Statement: Board Communication and Engagement, p. 15;
GRI 102-35	Remuneration policies	Wynn Resorts Proxy Statement: Compensation Discussion and Analysis, p. 34; Wynn Resorts 10-K: Item 11 - Executive Compensation, p. 113;
GRI 102-36	Process for determining remuneration	Wynn Resorts Proxy Statement: Compensation Committee, p. 11; How We Approach Executive Compensation, p. 39;
GRI 102-41	Collective bargaining agreements	Percentage of Wynn Resorts Employees in Collective Bargaining Agreements Wynn North America: 37% Wynn Macau Limited: 0% Company Total: 20%

GRI Disclosure Number	Disclosure Title	Disclosure Statement
GRI 102-42	Identifying and selecting stakeholders	Wynn Resorts Proxy Statement: Board Communication and Engagement, p. 15;
GRI 102-45	Entities included in the consolidated financial statements	Wynn Resorts 10-K: Note 2 - Basis of Presentation and Significant Accounting Policies, p. 71; Exhibit 21.1 - Subsidiaries of Wynn Resorts, Limited, p. 115;
GRI 102-50	Reporting period	The Wynn Resorts 2020 ESG Report presents information focused primarily on activities spanning the 2020 calendar year, except where otherwise indicated.
GRI 102-51	Date of most recent report	The 2019 ESG Report was published in June 2020.
GRI 102-52	Reporting cycle	Wynn Resorts follows an annual reporting cycle.
GRI 102-53	Contact point for questions regarding the report	Erik Hansen, Chief Sustainability Officer
GRI 102-54	Claims of reporting in accordance with the GRI Standards	The 2020 ESG Report has been prepared as GRI Referenced. This material references the 2016 GRI Standards, with the exception of topic-specific standards for Water and Effluents (2018), Occupational Health and Safety (2018), and Waste (2020).
GRI 102-55	GRI content index	Wynn Resorts 2020 ESG Report: GRI Index, p. 63;
GRI 201-1	Direct economic value generated and distributed	Wynn Resorts 10-K: Item 8 - Financial Statements and Supplementary Data, p. 59;
GRI 201-3	Defined benefit plan obligations and other retirement plans	Wynn Resorts 10-K: Note 10 - Benefit Plans, p. 89;
GRI 203-1	Infrastructure investments and services supported	Wynn Resorts 10-K: Note 10- Benefit Plans, p.89; Wynn Resorts 2020 ESG Report: A Five-Star Vaccination Site, p. 29; Wynn Resorts COVID-19 Community Response, p. 18; **Community Impact Statement** Wynn Resorts and the Wynn Employee Foundation have proudly maintained several partnerships over multiple years. Organizations that the Company has served year after year include The Shade Tree of Las Vegas, a shelter and service provider for women and children in crisis; SHARE Village (formerly Veterans Village), a housing and social service provider for Veterans experiencing homelessness; and Dean Petersen Elementary School, a school serving one of the poorest neighborhoods in Las Vegas, with 100% of students qualifying for free and reduced lunch.

GRI Disclosure Number	Disclosure Title	Disclosure Statement
GRI 203-1	Infrastructure investments and services supported	**Community Impact Statement *Continued*** One of the major themes of corporate philanthropy at Wynn has been assisting individuals and families experiencing crisis. Our communities never experienced a crisis as pronounced or widespread as in 2020. Our objective remains the same: provide immediate relief that brings short-term improvement in individuals' lives – with an eye toward moving families from crisis to stability over time. The Company publicly discloses its volunteerism and community donations annually in the ESG Report and Proxy Filing. In recent years, the Company and its Foundation ramped up efforts to quantify and publicly disclose the social impacts experienced through the financial and in-kind support given. To support this effort, the Company requires grant recipients to report back on measurable metrics of the outcomes of their grants. The Company has taken appropriate opportunities to publicize its work in the community and allowed community partners to share the positive results from Wynn's engagement with their
GRI 205-2	Communication and training about anti-corruption policies and procedures	Wynn Resorts Code of Business Conduct and Ethics. We are committed to operating in accordance with the highest ethical standards. Our commitment to conducting business ethically starts with our Board and our Independent Compliance Committee, who oversee and promote compliance with our Code of Business Conduct and Ethics, our Compliance Plan and our Anti-Corruption Policy. Our Anti-Corruption Policy, which applies to Wynn Resorts and all our affiliates and subsidiaries, ensures our business practices fully comply with applicable anti-corruption laws. All our employees must immediately report actual or potential violations of our policy or Anti-Corruption Laws, whether by Wynn employees or third parties, to our Chief Global Compliance Officer. The Compliance Officer, who reports to the independent Compliance Committee, is responsible for the Company's compliance with the Anti-Corruption Policy. As part of our commitment to ethics, we require all Senior Leadership, Board Members, and Executives to receive biannual training on our anti-corruption policies. Additionally, all new employees are required to acknowledge understanding the Company's Code of Business Conduct and Ethics. Our Code of Business Conduct and Ethics provides that political contributions (either directly or through our political action committee) may only be made with the review and approval of our Global Chief Compliance Officer. Proposed political contributions are subject to an internal control process, designed to confirm compliance with all applicable laws, including contribution limits, and to confirm that all political contributions are to promote our business interests. The Company's Government Affairs Department provides a quarterly report to the Compliance Officer summarizing all political contributions made by the Company in the prior quarter. For more information, please see our Political Contributions Policy.
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Wynn Resorts 10-K: Note 17 - Commitments and Contingencies, p. 103;

<table>
<tr><th>GRI Disclosure Number</th><th>Disclosure Title</th><th>Disclosure Statement</th></tr>
<tr><td>GRI 302-1</td><td>Energy consumption within the organization</td><td>
Wynn Resorts 2020 ESG Report: Wynn North America Environmental Data, p. 51; Wynn Macau Limited ESG Highlights, p. 12;

Wynn North America Power Consumption by Energy Type
<table>
<tr><th></th><th colspan="2">Non-Renewable Energy</th><th colspan="2">Renewable Energy</th><th colspan="2">WNA Total Consumed</th></tr>
<tr><td>Year</td><td>(MWh)</td><td>(Gigajoules)</td><td>(MWh)</td><td>(Gigajoules)</td><td>(MWh)</td><td>(Gigajoules)</td></tr>
<tr><td>2015</td><td>195,944</td><td>705,400</td><td></td><td></td><td>195,944</td><td>705,400</td></tr>
<tr><td>2016</td><td>191,815</td><td>690,534</td><td></td><td></td><td>191,815</td><td>690,534</td></tr>
<tr><td>2017</td><td>181,086</td><td>651,912</td><td></td><td></td><td>181,086</td><td>651,912</td></tr>
<tr><td>2018</td><td>155,918</td><td>561,305</td><td>21,189</td><td>76,281</td><td>177,107</td><td>637,586</td></tr>
<tr><td>2019</td><td>148,728</td><td>535,423</td><td>28,554</td><td>102,795</td><td>177,283</td><td>638,218</td></tr>
<tr><td>2020[1,2]</td><td>176,409</td><td>635,073</td><td>11,714</td><td>42,171</td><td>188,123</td><td>677,245</td></tr>
</table>
[1] Total 2020 electricity consumption for Wynn North America included both Wynn Las Vegas and Encore Boston Harbor.
[2] The Wynn Solar Facility took an unscheduled maintenance outage in 2020, resulting in decreased annual output.

Wynn Macau Limited Power Consumption by Property
<table>
<tr><th>Wynn Macau Limited</th><th colspan="2">Wynn Macau</th><th colspan="2">Wynn Palace</th><th colspan="2">WML Total Consumed</th></tr>
<tr><td>Year</td><td>(MWh)</td><td>(Gigajoules)</td><td>(MWh)</td><td>(Gigajoules)</td><td>(MWh)</td><td>(Gigajoules)</td></tr>
<tr><td>2015</td><td>135,017</td><td>486,060</td><td></td><td></td><td>135,017</td><td>486,060</td></tr>
<tr><td>2016</td><td>128,994</td><td>464,379</td><td>56,107</td><td>201,984</td><td>185,101</td><td>666,363</td></tr>
<tr><td>2017</td><td>117,063</td><td>421,429</td><td>167,025</td><td>601,292</td><td>284,089</td><td>1,022,720</td></tr>
<tr><td>2018</td><td>115,188</td><td>414,677</td><td>163,634</td><td>589,082</td><td>278,822</td><td>1,003,759</td></tr>
<tr><td>2019</td><td>112,095</td><td>403,542</td><td>158,063</td><td>569,028</td><td>270,158</td><td>972,570</td></tr>
<tr><td>2020</td><td>98,996</td><td>356,388</td><td>127,391</td><td>458,606</td><td>226,387</td><td>814,994</td></tr>
</table>
</td></tr>
<tr><td>GRI 302-3</td><td>Energy intensity</td><td>
Wynn Resorts 2020 ESG Report: Wynn North America Environmental Data p. 51; Wynn Macau Limited ESG Highlights, p. 12;

Wynn Resorts Energy Use Intensity
<table>
<tr><th></th><th>Wynn Las Vegas</th><th>Wynn Macau</th><th>Wynn Palace</th><th>Encore Boston Harbor</th></tr>
<tr><td>Year</td><td colspan="4">EUI Ratio (kBtu/SqFt)</td></tr>
<tr><td>2015</td><td>152</td><td>215</td><td>0</td><td>0</td></tr>
<tr><td>2016</td><td>147</td><td>206</td><td>141</td><td>0</td></tr>
<tr><td>2017</td><td>144</td><td>187</td><td>143</td><td>0</td></tr>
<tr><td>2018</td><td>143</td><td>182</td><td>142</td><td>0</td></tr>
<tr><td>2019</td><td>140</td><td>175</td><td>138</td><td>0</td></tr>
<tr><td>2020</td><td>116</td><td>150</td><td>109</td><td>150</td></tr>
</table>
</td></tr>
</table>

GRI Disclosure Number	Disclosure Title	Disclosure Statement
GRI 303-1	Interactions with water as a shared resource	**Regional Water Stress:** The availability of water as a resource varies among the regions of our resort operations. We assess water risk using the World Resource Institute Water Stress Map. In regions where an increased level of risk is identified, we prioritize specialized measures to responsibly allocate our water use by investing in water-smart facility machinery, integrating weather monitoring, expanding water recycling opportunities, and reducing external water intake. Wynn Resorts Regional Water Risk Assessment 2020: Macau: Low - Medium (10-20%) Boston/Everett: Medium - High (20-40%) Las Vegas: Low (<10%) *Source: World Resources Institute: Water Stress Rating - Aqueduct WaterRisk Atlas* **Management of Water:** Wynn Resorts is taking steps to monitor and reduce our water usage. Our programs include investing in smart technologies, monitoring water use on a functional basis, aligning best practices among each of our resorts, and investing in equipment for water use intensity. At all our resorts, we take steps to utilize technology that uses water more efficiently. We collect soil moisture measurements daily with a digital moisture meter, which feeds into a smart meteorological system that disperses water based on precipitation, temperature, and other specific weather conditions. Evaporation and runoff are also minimized through our precise drip irrigation systems. We continue to look for new opportunities to use water more intensely, and report our water use annually in this report.

<table>
<tr><th>GRI Disclosure Number</th><th>Disclosure Title</th><th>Disclosure Statement</th></tr>
<tr><td>GRI 303-5</td><td>Water consumption</td><td>Wynn Resorts 2020 ESG Report: Wynn North America Environmental Data p. 51; Wynn Macau Limited ESG Highlights, p. 12;

<table>
<tr><th>Year</th><th>Wynn Las Vegas</th><th>Encore Boston Harbor</th><th>Wynn Macau & Wynn Palace</th><th>Company Total</th></tr>
<tr><td>2015</td><td>526,930</td><td>0</td><td>290,720</td><td>817,650</td></tr>
<tr><td>2016</td><td>532,005</td><td>0</td><td>407,123</td><td>939,128</td></tr>
<tr><td>2017</td><td>508,295</td><td>0</td><td>609,815</td><td>1,118,110</td></tr>
<tr><td>2018</td><td>564,320</td><td>0</td><td>664,290</td><td>1,228,610</td></tr>
<tr><td>2019</td><td>520,525</td><td>0</td><td>652,896</td><td>1,173,413</td></tr>
<tr><td>2020</td><td>395,190</td><td>51,839</td><td>463,382</td><td>910,411</td></tr>
</table></td></tr>
<tr><td>GRI 305-1

GRI 305-2</td><td>Direct (Scope 1) GHG emissions

Energy indirect (Scope 2) GHG emissions</td><td>Wynn Resorts 2020 ESG Report: Wynn North America Environmental Data p. 51; Wynn Macau Limited ESG Highlights, p. 12;
We use the Environmental Protection Agency’s 2020 Emission Factors for Greenhouse Gas Inventories. The calculation methodology uses 100-year GWP from the Intergovernmental Panel on Climate Change’s Fourth Assessment Report.

2020 Wynn Resorts Carbon Dioxide Emissions By Scope
<table>
<tr><th>Property</th><th>Scope 1 Emissions (metric tons)</th><th>Scope 2 Emissions (metric tons)</th><th>Combined Emissions (metric tons)</th></tr>
<tr><td>Wynn Las Vegas</td><td>151,151</td><td>66,621</td><td>217,772</td></tr>
<tr><td>Encore Boston Harbor</td><td>3,894</td><td>2,951</td><td>6,845</td></tr>
<tr><td>Wynn Macau</td><td>3,517</td><td>78,306</td><td>81,823</td></tr>
<tr><td>Wynn Palace</td><td>5,604</td><td>100,766</td><td>106,370</td></tr>
<tr><td>Company Total</td><td>164,166</td><td>248,644</td><td>412,810</td></tr>
</table>
Wynn Resorts uses the Environmental Protection Agency’s definition of Scope 1 Emissions: Direct emissions from sources owned or controlled by the Agency.

Wynn Resorts uses the Environmental Protection Agency’s definition of Scope 2 Emissions: Emissions that result from the generation of electricity, heat, or steam purchased by the Agency from a Utility provider.</td></tr>
</table>

<table>
<tr><th>GRI Disclosure Number</th><th>Disclosure Title</th><th>Disclosure Statement</th></tr>
<tr><td>GRI 305-4</td><td>GHG emissions intensity</td><td>2020 Wynn Resorts Carbon Dioxide Emissions Intensity
<table>
<tr><th>Property</th><th>Emissions Intensity Ratio</th><th>Organization-Specific Denominator</th></tr>
<tr><td>Wynn Las Vegas</td><td>0.012</td><td>17,725,219 sqft</td></tr>
<tr><td>Encore Boston Harbor</td><td>0.002</td><td>3,112,153 sqft</td></tr>
<tr><td>Wynn Macau</td><td>0.292</td><td>280,000 m3</td></tr>
<tr><td>Wynn Palace</td><td>0.199</td><td>535,000 m3</td></tr>
</table>
Our CO^2 Emissions Intensity Ratio includes Scope 1 and 2 Emissions and is calculated using operation area as a denominator.</td></tr>
<tr><td>GRI 306-2</td><td>Management of significant waste-related impacts</td><td>Waste reported is compiled with data from the contracted waste management and hauling vendors at our properties. At Wynn Las Vegas, our waste reports are managed by our waste management vendor, which undergoes an internal audit quarterly. For more information on our circularity measures, upstream and downstream activities in 2020 to manage our impacts from waste generated, visit our story Waste Management Programs on p. 52.</td></tr>
</table>

<table>
<tr><th>GRI Disclosure Number</th><th>Disclosure Title</th><th>Disclosure Statement</th></tr>
<tr><td>GRI 306-3</td><td>Waste generated</td><td rowspan="3">Wynn Resorts 2020 ESG Report: Wynn North America Environmental Data p. 51;

2020 Wynn North America Waste and Diversion (Tons)

<table>
<tr><th></th><th></th><th>Encore Boston Harbor</th><th>Wynn Las Vegas</th></tr>
<tr><td colspan="2">Total Waste Weight</td><td>3,626.41</td><td>12,631.58</td></tr>
<tr><td colspan="2">Rate of Diversion from Landfill</td><td>100%</td><td>38%</td></tr>
<tr><td colspan="2">Total Diverted</td><td>905.74</td><td>4,764.93</td></tr>
<tr><td rowspan="3">Total Hazardous Diverted</td><td>Recycle</td><td>0</td><td>13.15</td></tr>
<tr><td>Reuse</td><td>0</td><td>0</td></tr>
<tr><td>Other</td><td>0</td><td>0</td></tr>
<tr><td rowspan="4">Total Non-Hazardous Diverted</td><td>Recycle</td><td>902.77</td><td>1,537.20</td></tr>
<tr><td>Reuse</td><td>0</td><td>170.87</td></tr>
<tr><td>Compost</td><td>0</td><td>3,039.10</td></tr>
<tr><td>Donate</td><td>0</td><td>4.61</td></tr>
<tr><td colspan="2">Total Disposed</td><td>2,720.67</td><td>7,866.65</td></tr>
<tr><td rowspan="3">Total Hazardous Disposed</td><td>Incineration</td><td>0</td><td>0</td></tr>
<tr><td>Landfill</td><td>0</td><td>0</td></tr>
<tr><td>Energy Recovery</td><td>2.97</td><td>0</td></tr>
<tr><td rowspan="3">Total Non-Hazardous Disposed</td><td>Incineration</td><td>0</td><td>0</td></tr>
<tr><td>Landfill</td><td>0</td><td>7,866.65</td></tr>
<tr><td>Energy Recovery</td><td>2,717.70</td><td>0</td></tr>
</table>
</td></tr>
<tr><td>GRI 306-4</td><td>Waste diverted from disposal</td></tr>
<tr><td>GRI 306-5</td><td>Waste directed to disposal

Soap Recycled at Wynn Resorts with Clean the World (lbs)

<table>
<tr><th>Year</th><th>Wynn North America</th><th>Wynn Macau Limited</th><th>Company Total</th></tr>
<tr><td>2017</td><td>14,748</td><td>16,617</td><td>31,365</td></tr>
<tr><td>2018</td><td>11,086</td><td>19,640</td><td>30,726</td></tr>
<tr><td>2019</td><td>9,890</td><td>24,812</td><td>34,702</td></tr>
<tr><td>2020</td><td>4,123</td><td>8,506</td><td>12,629</td></tr>
</table>
</td></tr>
<tr><td>GR 401-1</td><td>New employee hires and employee turnover</td><td>Wynn Resorts Turnover Rate

<table>
<tr><th></th><th>Wynn North America</th><th>Wynn Macau Limited</th></tr>
<tr><td>Voluntary Turnover Rate</td><td>9%</td><td>4%</td></tr>
<tr><td>Involuntary Turnover Rate</td><td>10%</td><td>2%</td></tr>
</table>
</td></tr>
</table>

<table>
<tr><th>GRI Disclosure Number</th><th>Disclosure Title</th><th>Disclosure Statement</th></tr>
<tr><td>GRI 401-2</td><td>Benefits provided to full-time employees that are not provided to temporary or part-time employees</td><td>Wynn Resorts Proxy Statement: Employee Benefits, p. 23;</td></tr>
<tr><td>GRI 403-9</td><td>Work-related injuries</td><td>Wynn Las Vegas OSHA Employee Injury
<table><tr><th>Work-Related Injury</th><th>2018</th><th>2019</th><th>2020</th></tr><tr><td>Recordable injuries not resulting in restrictions or lost time</td><td>187</td><td>117</td><td>46</td></tr><tr><td>Recordable injuries resulting in restricted work or transfer to another job</td><td>199</td><td>127</td><td>33</td></tr><tr><td>Recordable injuries resulting in lost time</td><td>79</td><td>72</td><td>85</td></tr><tr><td>Total OSHA Recordable Injuries</td><td>465</td><td>316</td><td>164</td></tr></table>
Encore Boston Harbor OSHA Employee Injury
<table><tr><th>Work-Related Injury</th><th>2018</th><th>2019</th><th>2020</th></tr><tr><td>Recordable injuries not resulting in restrictions or lost time</td><td>N/A</td><td>14</td><td>10</td></tr><tr><td>Recordable injuries resulting in restricted work or transfer to another job</td><td>N/A</td><td>4</td><td>1</td></tr><tr><td>Recordable injuries resulting in lost time</td><td>N/A</td><td>43</td><td>42</td></tr><tr><td>Total OSHA Recordable Injuries</td><td>N/A</td><td>61</td><td>53</td></tr></table>
Wynn operations utilize a Workplace Safety Program that manages the safety and health of all employees and guests at our property. This program includes extensive mandatory employee safety training, hazard identification and control, accident reporting and corrective action, accident prevention, and employee committee programs to educate on safe workplace practices. This program was built on the values and practices included in the OHSAS 18001 standard.

To uphold employee and guest safety, Wynn commits to:
• Provide a workplace free from unsafe conditions and recognized hazards.
• Comply with the Nevada Occupational Safety & Health Act, Occupational Safety & Health Standards & Regulations, state and local ordinances, and manufacturer guidelines.
• Administer and enforce occupational safety & health programs.
• Provide proper training in the safe use of equipment and machinery, personal protective equipment, hazard recognition, and emergency procedures.
• Inform all Employees of the safety rules, regulations, and standards for their respective duties.</td></tr>
</table>

<table>
<tr><th>GRI Disclosure Number</th><th>Disclosure Title</th><th>Disclosure Statement</th></tr>
<tr><td>GRI 404-1</td><td>Average hours of training per year per employee</td><td>In 2020, Wynn Resorts employees received 50,153 hours of leadership training.

2020 Wynn North America Employee Hours of Training on Re-Opening Health and Safety Procedures

<table>
<tr><th>Employee Level</th><th>Wynn Las Vegas</th><th>Encore Boston Harbor</th><th>Company Total</th></tr>
<tr><td>Line Level</td><td>2,041</td><td>602</td><td>2,643</td></tr>
<tr><td>Supervisors</td><td>246</td><td>88</td><td>334</td></tr>
<tr><td>Managers</td><td>352</td><td>56</td><td>408</td></tr>
<tr><td>Directors</td><td>125</td><td>17</td><td>142</td></tr>
<tr><td>Executives</td><td>35</td><td>2</td><td>37</td></tr>
<tr><td>Total Employees</td><td>2,799</td><td>765</td><td>3,564</td></tr>
</table>

Wynn Resorts 2020 ESG Report: Planning a Safe and Successful Reopening, p. 20; Supporting Employees Back at Work, p. 23; Supporting Employee Wellness in Tough Times, p. 26; K9 and Animal Welfare, p. 30; Wynn North America Workforce Highlights, p. 32; Preventing Human Trafficking, p. 42;</td></tr>
<tr><td>GRI 404-2</td><td>Programs for upgrading employee skills and transition assistance programs</td><td>Wynn Resorts 2020 ESG Report: Supporting Employees Back at Work, p. 23; Supporting Employee Wellness in Tough Times, p. 26; Unwavering Community Connections, p. 39;</td></tr>
</table>

GRI Disclosure Number	Disclosure Title	Disclosure Statement
GRI 405-1	Diversity of governance bodies and employees	Wynn Resorts 2020 ESG Report: Wynn North America Environmental Data p. 51; Wynn Macau Limited ESG Highlights, p. 12;

2020 Wynn Resorts Gender at Levels of Leadership

Tiers	Gender	Wynn North America	Wynn Macau Limited
Leadership	Male	66%	64%
	Female	34%	36%
Manager	Male	56%	56%
	Female	44%	44%
Line Level	Male	54%	49%
	Female	46%	51%

2020 Wynn Resorts Employee Age Distribution

Age	Wynn North America	Wynn Macau Limited
Under 30	18%	17%
30-50	50%	61%
Over 50	32%	22%

2020 Wynn North America Ethnic Diversity at Levels of Leadership

Tier	Ethnicity	Percentage of Employees in Tier
Leadership	2 or more	4.00%
	American Indian	0.50%
	Asian	14.00%
	Black	3.00%
	Hawaiian	0.50%
	Hispanic	6.50%
	White	70.50%
	Other/declined	1.00%

Tier	Ethnicity	Percentage of Employees in Tier
Manager	2 or more	3.50%
	American Indian	0.50%
	Asian	19.00%
	Black	6.00%
	Hawaiian	2.50%
	Hispanic	20.00%
	White	46.00%
	Other/declined	2.50%

Tier	Ethnicity	Percentage of Employees in Tier
Line Level	2 or more	4.00%
	American Indian	0.50%
	Asian	21.00%
	Black	9.00%
	Hawaiian	1.50%
	Hispanic	34.00%
	White	26.00%
	Other/declined	4.00%

GRI Disclosure Number	Disclosure Title	Disclosure Statement
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Wynn Resorts 2020 ESG Report: Preventing Human Trafficking p. 42;
GRI 415-1	Political Contributions	Our Code of Business Conduct and Ethics provides that political contributions (either directly or through our political action committee) may only be made with the review and approval of our Global Chief Compliance Officer (Compliance Officer). Proposed political contributions are subject to an internal control process, designed to confirm compliance with all applicable laws, including contribution limits, and to confirm that all political contributions are to promote our business interests. The Company's Government Affairs Department provides a quarterly report to the Compliance Officer summarizing all political contributions made by the Company in the prior quarter. For more information, please see our Political Contributions Policy. Wynn Resorts follows all applicable federal, state, and local laws and regulations related to disclosure of political contributions. The company also discloses on a quarterly basis certain political contributions on its Investor Relations website. Like many organizations, Wynn Resorts will engage in lobbying efforts where appropriate. From time to time Wynn Resorts has worked with government relations firms and internal staff for lobbying in various jurisdictions. The company follows all relevant laws and regulations for registration and disclosure of its lobbying activities. The company is also a member of various trade associations which will often engage in lobbying activities. Recent policy at the federal, state, and local level has focused on financial assistance for certain industries and businesses. While Wynn Resorts and the Trade Associations it is a member of have engaged in lobbying certain provisions of these policies, the company currently does not receive direct financial assistance from any government entity. The only tax abatement or preferential tax treatment that the company receives stems from so-called "Green building credits" related to the properties that Wynn and its subsidiaries operate.

GRI Disclosure Number	Disclosure Title	Disclosure Statement
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information is one of our most valuable company assets, and protecting it from misuse, loss, or theft is a high priority at Wynn Resorts. Our policy on data protection is published on our website to inform customers of user consent, the purpose of data collection, minimization efforts, and access to correct or modify the information collected. We are committed to preserving the confidentiality, accuracy, and integrity of all forms of information used by the Company and maintained on behalf of customers. The Company also commits to collecting customer data only when it is necessary to complete business functions, ensuring data is never sold or released to any outside party. The Company's global operations are protected by a robust set of controls and safeguards to offset possible threats that could result in compromise, reputational damage, or financial loss. Wynn's Information Security Program is a world-class program founded on principles and standards of ISO 270001 and NIST Cyber Security Framework. This program is strengthened by regular risk assessments and a variety of recurring audits to assess the program's maturity and effectiveness. Targets and security objectives are met through structured departmental responsibilities, physical safeguards, technical safeguards, and incident management capabilities. We established this program to protect the information related to our operations, employees, guests, and business partners. The Company's goal is to protect information across all its forms, including electronic data, paper documents, and the spoken word. Our global workforce supports the Company's data security goals throughout all operations. The Company requires annual information security education for all employees, to uphold data security policies, information management standards, and threat awareness. Additionally, Wynn's Information Security specialists receive advanced training for their function and responsibilities of maintaining the Information Security Program. To date, there have been zero substantiated complaints of breaches resulting from a compromise of customer privacy or data.

Sustainability Accounting Standards Board Index

SASB Consolidated Standards

<table>
<tr><th>Topic</th><th>Disclosure Title</th><th>Disclosure Statement</th></tr>
<tr><td rowspan="3">Energy Management</td><td>Total Energy Consumed

SV-CA-130a.1</td><td>
Wynn North America Power Consumption by Energy Type
<table>
<tr><th></th><th colspan="2">Non-Renewable Energy</th><th colspan="2">Renewable Energy</th><th colspan="2">WNA Total Consumed</th></tr>
<tr><td>Year</td><td>(MWh)</td><td>(Gigajoules)</td><td>(MWh)</td><td>(Gigajoules)</td><td>(MWh)</td><td>(Gigajoules)</td></tr>
<tr><td>2015</td><td>195,944</td><td>705,400</td><td>0</td><td>0</td><td>195,944</td><td>705,400</td></tr>
<tr><td>2016</td><td>191,815</td><td>690,534</td><td>0</td><td>0</td><td>191,815</td><td>690,534</td></tr>
<tr><td>2017</td><td>181,086</td><td>651,912</td><td>0</td><td>0</td><td>181,086</td><td>651,912</td></tr>
<tr><td>2018</td><td>155,918</td><td>561,305</td><td>21,189</td><td>76,281</td><td>177,107</td><td>637,586</td></tr>
<tr><td>2019</td><td>148,728</td><td>535,423</td><td>28,554</td><td>102,795</td><td>177,283</td><td>638,218</td></tr>
<tr><td>2020[1,2]</td><td>176,409</td><td>635,073</td><td>11,714</td><td>42,172</td><td>188,123</td><td>677,245</td></tr>
</table>
[1] Total 2020 electricity consumption for Wynn North America included both Wynn Las Vegas and Encore Boston Harbor.
[2] The Wynn Solar Facility took an unscheduled maintenance outage in 2020, resulting in decreased annual output.

Wynn Macau Limited Energy Consumption
<table>
<tr><th>Wynn Macau Limited</th><th colspan="2">Wynn Macau</th><th colspan="2">Wynn Palace</th><th colspan="2">WML Total Consumed</th></tr>
<tr><td>Year</td><td>(MWh)</td><td>(Gigajoules)</td><td>(MWh)</td><td>(Gigajoules)</td><td>(MWh)</td><td>(Gigajoules)</td></tr>
<tr><td>2015</td><td>135,017</td><td>486,060</td><td></td><td></td><td>135,017</td><td>486,060</td></tr>
<tr><td>2016</td><td>128,994</td><td>464,379</td><td>56,107</td><td>201,984</td><td>185,101</td><td>666,363</td></tr>
<tr><td>2017</td><td>117,063</td><td>421,429</td><td>167,025</td><td>601,292</td><td>284,089</td><td>1,022,720</td></tr>
<tr><td>2018</td><td>115,188</td><td>414,677</td><td>163,634</td><td>589,082</td><td>278,822</td><td>1,003,759</td></tr>
<tr><td>2019</td><td>112,095</td><td>403,542</td><td>158,063</td><td>569,028</td><td>270,158</td><td>972,570</td></tr>
<tr><td>2020</td><td>98,996</td><td>356,388</td><td>127,390</td><td>458,606</td><td>226,387</td><td>814,994</td></tr>
</table>
</td></tr>
<tr><td>Percentage Grid Electricity

SV-HL-130a.1</td><td>
Wynn Las Vegas Grid Electricity
<table>
<tr><th>Year</th><th>Percentage of Total Electricity from the Grid</th></tr>
<tr><td>2015</td><td>100%</td></tr>
<tr><td>2016</td><td>100%</td></tr>
<tr><td>2017</td><td>100%</td></tr>
<tr><td>2018</td><td>88%</td></tr>
<tr><td>2019</td><td>84%</td></tr>
<tr><td>2020</td><td>92%</td></tr>
</table>
</td></tr>
<tr><td>Percentage Renewable

FB-RN-130a.1</td><td>8% of annual energy consumed in 2020 at Wynn Las Vegas was from renewable sources.</td></tr>
</table>

<table>
<tr><th>Topic</th><th>Disclosure Title</th><th>Disclosure Statement</th></tr>
<tr><td>Water Management</td><td>Total Water Consumed, Percentage in Regions with High or Extremely High Baseline Water Stress

SV-HL-140a.1;
FB-RN-140a.1</td><td>Wynn Resorts Water Consumption (Gallons x 1,000)
<table>
<tr><th>Year</th><th>Wynn Las Vegas</th><th>Encore Boston Harbor</th><th>Wynn Macau & Wynn Palace</th><th>Company Total</th></tr>
<tr><td>2015</td><td>526,930</td><td>0</td><td>290,720</td><td>817,650</td></tr>
<tr><td>2016</td><td>532,005</td><td>0</td><td>407,123</td><td>939,128</td></tr>
<tr><td>2017</td><td>508,295</td><td>0</td><td>609,815</td><td>1,118,110</td></tr>
<tr><td>2018</td><td>564,320</td><td>0</td><td>664,290</td><td>1,228,610</td></tr>
<tr><td>2019</td><td>520,525</td><td>0</td><td>652,896</td><td>1,173,413</td></tr>
<tr><td>2020</td><td>395,190</td><td>51,389</td><td>463,382</td><td>910,411</td></tr>
</table>

Water Management Statement
Wynn Resorts is taking steps to monitor and reduce our water usage. Our programs include investing in smart technologies, monitoring water use on a functional basis, aligning best practices among each of our resorts, and investing in equipment for water use intensity. At all our resorts, we take steps to utilize technology that uses water more efficiently. We collect soil moisture measurements daily with a digital moisture meter, which feeds into a smart meteorological system that disperses water based on precipitation, temperature, and other specific weather conditions. Evaporation and runoff are also minimized through our precise drip irrigation systems. We continue to look for new opportunities to use water more intensely, and report our water use annually in this report.

Wynn Resorts Regional Water Risk Assessment 2020:
The availability of water as a resource varies among the regions of our resort operations. We assess water risk using the World Resource Institute Water Stress Map. In regions where an increased level of risk is identified, we prioritize specialized measures to responsibly allocate our water use by investing in water-smart facility machinery, integrating weather monitoring, expanding water recycling opportunities, and reducing external water intake.

Macau: Low - Medium (10-20%)
Boston/Everett: Medium - High (20-40%)
Las Vegas: Low (<10%)
Source: World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas</td></tr>
</table>

<table>
<tr><th>Topic</th><th>Disclosure Title</th><th>Disclosure Statement</th></tr>
<tr><td rowspan="3">Labor Practices</td><td>Voluntary Turnover Rate for All Employees

Involuntary Turnover Rate for All Employees

SV-HL-310a.1;
FB-RN-310a.1</td><td>Wynn Resorts 2020 Turnover Rates
<table><tr><th></th><th>Wynn North America</th><th>Wynn Macau Limited</th></tr><tr><td>Voluntary Turnover Rate</td><td>9%</td><td>4%</td></tr><tr><td>Involuntary Turnover Rate</td><td>10%</td><td>2%</td></tr></table></td></tr>
<tr><td>Average Hourly Wage, by Region

Percentage of Hotel Employees Earning Minimum Wage, by Region

SV-HL-310a.3;
FB-RN-310a.2</td><td>The average hourly wage for Wynn Employees in North America was $27.71 in 2020.

Percentage of Employees Earning Above Minimum Wage in 2020
<table><tr><th>Region</th><th>Percentage</th></tr><tr><td>Wynn North America</td><td>99.99%</td></tr><tr><td>Wynn Macau Limited</td><td>100%</td></tr></table></td></tr>
<tr><td>Description of Policies and Programs to Prevent Worker Harassment

SV-HL-310a.4</td><td>Harassment Prevention Statement

We believe that all employees are entitled to work in a safe environment where they are treated with dignity and respect. The Company does not tolerate offensive, demeaning, insulting or otherwise derogatory conduct, and is committed to a workplace that is free from sexual harassment and harassment based on other legally protected characteristics, or any other basis protected by federal, state, or local law or ordinance or regulation. Such behavior is prohibited in any form, whether it occurs between coworkers, involves a supervisor, or happens with persons doing business with or for the Company, including guests and vendors. We take disciplinary action, up to termination of employment for inappropriate conduct. We also believe that we all have a role in creating a positive, safe, respectful work environment. All employees are required to follow and help enforce the Company's harassment and discrimination-related policies, and advise the Employee Relations Department, the Compliance Officer, the Legal Department, or one of our hotlines if they believe those policies have been violated.</td></tr>
</table>

SASB Casino and Gaming Standards

<table>
<tr><th>Topic</th><th>Disclosure Title</th><th>Disclosure Statement</th></tr>
<tr><td rowspan="2">Responsible Gaming</td><td>Percentage of Gaming Facilities that Implement the Responsible Gambling Index

SV-CA-260a.1</td><td rowspan="2">100% of Wynn Resorts, Limited properties adhere to the AGA's Code of Conduct for Responsible Gaming. We pledge to make responsible gaming an integral part of our daily operations.

Patrons may request at any time to be removed from any promotional mailings and for revocation of casino-specific privileges such as access to markers, player card privileges, and on-site check cashing. We reserve the right to exclude a patron from gaming without a request from a patron.

We provide current education to new employees on responsible gaming and provide periodic refresher training.

We make information available to all patrons explaining the probabilities of winning or losing at the various games offered by our casinos.

We advertise responsibly by including a responsible gaming message and/or a toll-free help line number in advertising messaging where practical. We place media where most of the audience is reasonably expected to be above the legal age to participate in gaming activity. We do not feature collegiate athletes or persons designed to appeal to those under the age of 21. More information can be found here.

As a Company that takes pride in guest loyalty, publishing accurate and consistent information is the foundation of building trust with our customers. Responsible marketing is part of the communication strategy across our business and is part of our commitment to responsible gaming. We advertise responsibly by including a responsible gaming message and a toll-free help line number in advertising messaging related to gaming where practical. We place media where most of the audience is reasonably expected to be above the legal age to participate in gaming activity. We do not feature marketing designed to appeal to individuals under the age of 21. Our marketing practices adhere to the American Gaming Association's Code of Conduct for Responsible Gaming.</td></tr>
<tr><td>Percentage of Online Gaming Operations that Implement the National Council on Problem Gambling (NCPG) Internet Responsible Gambling Standards

SV-CA-260a.2</td></tr>
<tr><td rowspan="2">Smoke-Free Casinos</td><td>Percentage of Gaming Floor Where Smoking Is Allowed

SV-CA-320a.1</td><td>56% of Wynn gaming areas in North America were smoke-free in 2020.</td></tr>
<tr><td>Percentage of Gaming Staff Who Work in Areas Where Smoking Is Allowed

SV-CA-320a.2</td><td>Wynn North America 2020 Employees in Smoke-Friendly Gaming Areas

<table><tr><th>Property</th><th>Percentage of Gaming Employees Working in Smoke-Friendly Areas</th></tr><tr><td>Wynn Las Vegas</td><td>78%</td></tr><tr><td>Encore Boston Harbor</td><td>0%</td></tr><tr><td>Wynn North America Total</td><td>52%</td></tr></table></td></tr>
</table>

Topic	Disclosure Title	Disclosure Statement
Internal Controls on Money Laundering	Description of Anti-Money Laundering Policies & Practices SV-CA-510a.1	**Anti-Money Laundering Statement** We adhere to the American Gaming Association's Best Practices for Anti-Money Laundering Compliance. We follow the Best Practices to promote and foster a culture of compliance, by allocating substantial employee time to AML compliance, which includes: • Establishing a system of internal controls and policies and procedures to assure ongoing compliance with AML requirements. • Ensuring independent testing of AML compliance, of a scope and frequency that matches the money laundering and terrorist financing risks present. • Training casino personnel, as warranted for individual jobs, in the identification of unusual financial transactions or suspicious activities, in the recording and aggregation of currency transactions, and all legal requirements and the casino's compliance policies and procedures. • Designating an individual or individuals responsible for assuring day-to-day AML compliance at all venues. • Providing adequate resources to compliance functions.

SASB Hotel and Lodging Standards

Topic	Disclosure Title	Disclosure Statement
Ecological Impacts	Number of Lodging Facilities Located in or Near Areas of Protected Conservation Status or Endangered Species Habitat SV-HL-160a.1	No Wynn Resorts properties are located in the following protected sites in 2020: -UNESCO Biospheres -Natura 2000 areas -Ramsar sites **According to World Database of Protected Areas (WDPA):** Wynn and Encore Las Vegas: Not located on protected land. Encore Boston Harbor: Not located on protected land. Wynn Macau: Not located on protected land. Wynn Palace: Not located on protected land. *Source: Protected Planet's World Database of Protected Areas (WDPA)*
	Description of Environmental Management Policies and Practices to Preserve Ecosystem Services SV-HL-160a.2	**Conservation and Ecosystem Protection Statement** Our company takes pride in building welcoming, vibrant, and healthy environments for our guests and employees. We maintain our five-star resorts by applying attention to detail to all we do, including managing the environmental elements of our operations. Whether it's integrating clean and renewable energy resources, creating drought tolerant landscapes, reducing single-use plastics, increasing waste diversion rates, or developing Zero Carbon – Zero Waste event services, our core principle of Caring About Everyone and Everything is always at the forefront of our business decisions. Encore Boston Harbor is located in the watershed area along the banks of the Mystic River. The resort was built and is managed with environmental health as a top priority. The land and riverbed were fully remediated, removing harmful chemical toxins that dampened biological life. When building the coastal edge to the resort, we built a living shoreline of plants and organic material that would reestablish a habitat for river wildlife. These successful programs have brought more herring to the Mystic River than have been seen in decades. At Encore Boston Harbor we continue to preserve the ecosystem that was rebuilt along the river. Our employees volunteer with the Mystic River Watershed Association's water chestnut and shoreline cleanup events. These events support and rejuvenate healthy levels of oxygen for aquatic life in the Mystic River, as well as bring life back to the river's trails and shorelines. Our outdoor landscaping is meticulously managed to avoid excess water runoff, ensuring that excess nutrients do not contribute to algae blooms in the Mystic River.

Topic	Disclosure Title	Disclosure Statement
Climate Change Adaptation	Number of Lodging Facilities Located in 100-year Flood Zones SV-HL-450a.1	Using the Federal Emergency Management Agency (FEMA) Flood Insurance Rate Map, we identified Encore Boston Harbor resort as located in a Special Flood Hazard Area (SFHA). Wynn and Encore Las Vegas: No Flood Risk *(Zone X: area of minimal flood hazard, outside the SFHA and higher than the elevation of the 0.2% annual-chance flood)* Encore Boston Harbor: Flood Risk *(Zone AE: The Special Flood Hazard Area where base flood elevations are provided)* *Source: U.S. National Flood Insurance Program* Using the FM Global Flood Risk analysis for the Macau Peninsula and Cotai, the 100- and 500-year flood levels for Wynn Macau and Wynn Palace were estimated to be 2.8 and 3.4 meters above the mean sea level. At both Wynn Palace and Wynn Macau, the ground-level elevation is about 4.5 meters above mean sea level, and the surrounding streets are at an elevation of 4.2 meters above mean sea level. The risk is deemed to be minimal. *Source: FM Global Flood Risk*