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Welcome to Wynn Resorts

Message From Craig S. Billings, CEO

This annual report presents the programs and activities of Wynn Resorts in many different areas. While there are many achievements listed here, the thing I am most proud of is the substantial impact of our employees.

Our team members bring the same sense of ownership to the communities in which they live that they display when operating our resorts. They give their time and donate money to make their communities better for everyone—Las Vegas, Boston and Macau are all better places to live due in part to the personal volunteerism and philanthropy of our team members.

Last year, our employees set a record in donations to the Wynn Employee Foundation. More than \$894,000 was donated by employees—\$266,000 more than ever before. Our employees also broke records with the highest number of donors at 2,582, and the highest number of new donors at 1,400. The leadership team at Encore Boston Harbor set a great example for everyone: 70 percent of our directors and executives in Boston donated to the Wynn Employee Foundation.

Employee donations are matched by the Company one-for-one, up to \$75,000 per donation, effectively doubling the gifts to the organizations our employees are passionate about. Employee donations, along with additional contributions by Wynn Resorts, allowed us to provide more than \$4.2 million to nonprofits in North America that support our initiatives in education, cultural enrichment, and vibrant communities.

I find the volunteer efforts of our employees equally important and impressive. Last year, Wynn employees volunteered more than 27,000 hours in North America. Wynn Las Vegas hosted more than 100 Company-sponsored volunteer events and Encore Boston Harbor hosted more than 60 volunteer opportunities. Our employees in Macau also donated more than 24,000 hours of volunteerism last year.

There are of course many other accomplishments highlighted here, some of which contributed to *Travel + Leisure* magazine awarding Wynn Resorts a 2022 “Global Vision Award” for our environmental stewardship, and The Civic 50 “Points of Light” award that annually recognizes the 50 most community-minded companies in the nation—a distinction that we have received three years in a row.

Our talented and dedicated team continues to press forward on the efforts recounted here, making these best-ever accomplishments our new threshold, and setting even bigger goals for the future.

Sincerely,



Craig S. Billings
Chief Executive Officer
Wynn Resorts, Limited



About This Report

The Wynn Resorts 2022 Environmental, Social, and Governance (ESG) Report presents information for the period January 1, 2022 through December 31, 2022, except where otherwise specified. This aligns with the reporting period used for the Wynn Resorts Financial Filings: 10-K, Proxy, and Annual Report.

Wynn Resorts reports information in this Report with reference to the 2021 revised Global Reporting Initiative (GRI) Universal Standards and in reference to the Sustainability Accounting Standards Board (SASB) Standards, maintained by the Value Reporting Foundation. Wynn Resorts supports the United Nations Sustainable Development Goals (SDGs) and presents related SDGs in this report alongside our 2022 activities.

The Wynn Resorts ESG Report follows an annual reporting cycle. The previous year's 2021 ESG Report was published in June 2022.

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

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

ABOUT OUR REPORTING PROGRAM

Wynn Resorts, Limited publishes two annual sustainability reports, reflecting two geographic regions of resort operations, and their associated material topics, stakeholders, and regulatory requirements. Changes in ownership, entities, and acquisitions are addressed in the GRI index and detailed in financial filings.

- The North America-based operations of Wynn Las Vegas, Wynn Design and Development, Wynn Sports Interactive, Wynn Aviation, and Encore Boston Harbor are consolidated in the Wynn Resorts ESG Report.
- Reporting on Asia-based operations of Wynn Macau and Wynn Palace are consolidated into the Wynn Macau, Limited Sustainability Report, as per the requirements of the Hong Kong Stock Exchange. For reporting indexes and disclosures specific to our properties in Macau, explore the annual Wynn Macau, Limited Sustainability Report [here](#).

Who We Are

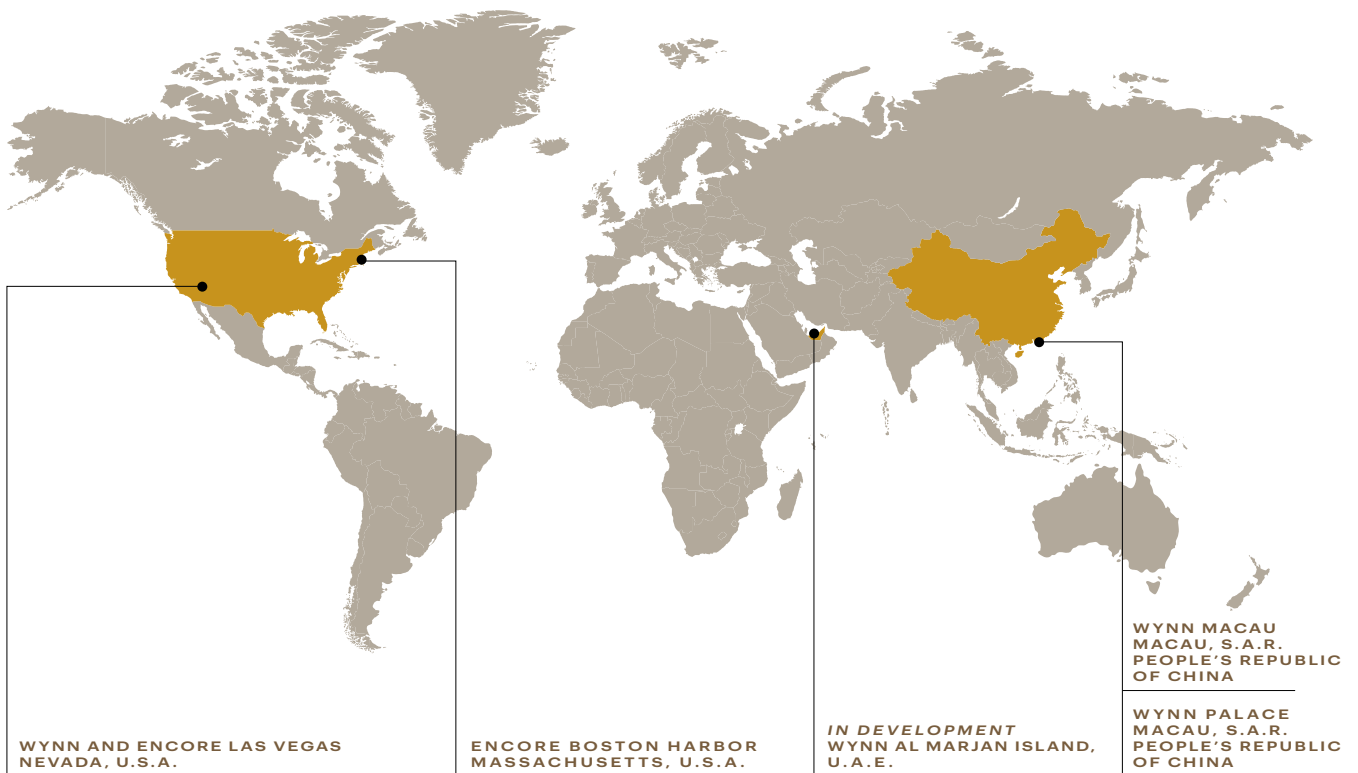
We are a U.S.-based global company with more than 27,000 highly diverse employees in the United States and Macau, providing the experiences that place all of our resorts globally at the top of the most respected rankings. This, in turn, supports our brand and our ability to create value for all our stakeholders. Some quick facts about Wynn Resorts as a team:

WE PROVIDE MORE THAN 22,000 FULL-TIME JOBS ACROSS ALL OUR PROPERTIES.

- 100 percent of our full-time employee positions come with benefits—many of them industry-leading.
- 48 percent of our employees are diverse by gender.
- We retain our employees longer than our industry’s average. Approximately 16 percent of Wynn Las Vegas employees have been with us since we opened in 2005.

IN 2022, WYNN RESORTS OPERATED IN THE FOLLOWING INDUSTRIES AND SECTORS:

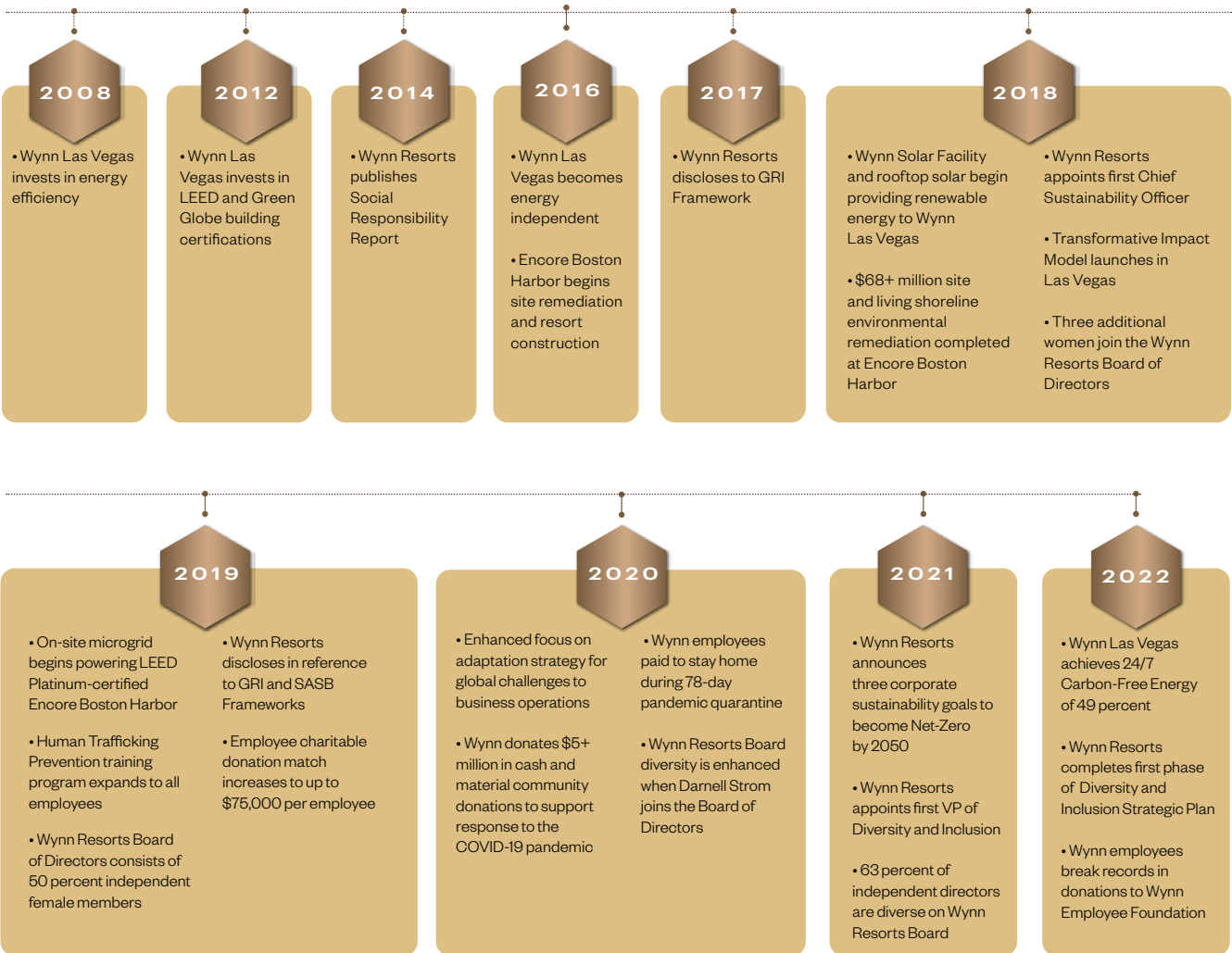
- Hospitality and Travel
- Gaming, including Online Gaming and Sports Betting
- Food and Beverage
- Nightlife and Entertainment
- Development and Construction



Our ESG Journey

We seek opportunities to improve the lives of our employees, enrich our communities, and advance responsible initiatives. In our ESG Report, we explain how we have done this across diverse areas of our business.

MILESTONES IN OUR ESG EVOLUTION



Wynn and Encore Las Vegas

Wynn and Encore Las Vegas feature two luxury hotel towers with a total of 4,748 guest rooms, suites, and villas, approximately 194,000 square feet of casino space, 34 food and beverage outlets, approximately 513,000 square feet of meeting and convention space, approximately 174,000 square feet of retail space, as well as two theaters, two nightclubs, a beach club, and recreation and leisure facilities.



4,748
guest rooms,
suites, and villas



194,000
square feet of
casino space



34
food and
beverage outlets



513,000
square feet of meeting
and convention space

Encore Boston Harbor

Encore Boston Harbor is located 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 213,000 square feet of casino space, 16 food and beverage outlets, approximately 71,000 square feet of meeting and convention space, and approximately 9,000 square feet of retail space. Public attractions include a waterfront park, floral displays, and water shuttle service to downtown Boston.



671

guest rooms,
suites, and villas



213,000

square feet of
casino space



16

food and
beverage outlets



71,000

square feet of meeting
and convention space

Wynn Macau

Wynn Macau features two luxury hotel towers with a total of 1,010 guest rooms and suites, approximately 294,000 square feet of casino space, 14 food and beverage outlets, approximately 31,000 square feet of meeting and convention space, approximately 64,300 square feet of retail space, a performance lake, a rotunda show, and recreation and leisure facilities.



1,010
guest rooms
and suites



294,000
square feet of
casino space



14
food and
beverage outlets



31,000
square feet of meeting
and convention space

Wynn Palace

Wynn Palace features a luxury hotel tower with a total of 1,706 guest rooms, suites, and villas, approximately 468,000 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.



1,706
guest rooms,
suites, and villas



468,000
square feet of
casino space

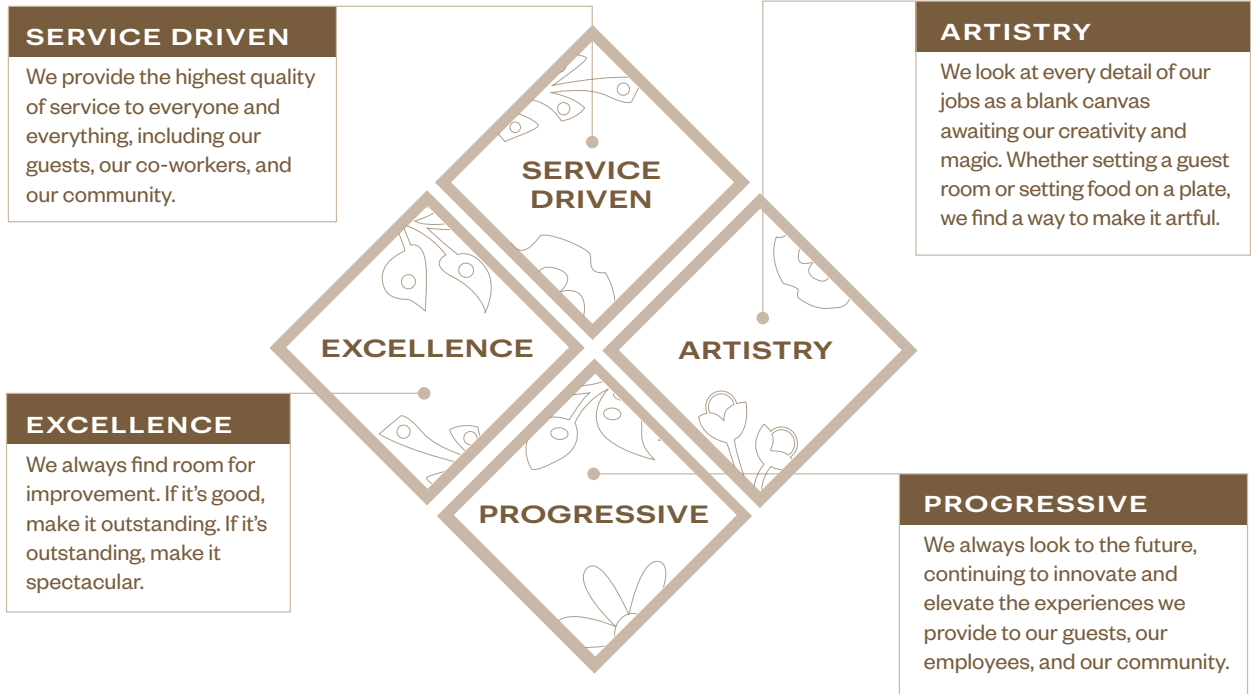


14
food and
beverage outlets



37,000
square feet of meeting
and convention space

Wynn Resorts Core Values



Goldleaf Sustainability Program

Wynn Resorts takes a progressive approach to environmental sustainability. Through our philosophy: Care for both our guests and our planet, we provide award-winning service at our resorts that respects communities, people, and the environment. Our sustainability program employs four practices to 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.

Corporate Sustainability Goals

Wynn Resorts has established three goals to address climate change. By prioritizing decarbonization and integrating it into our daily operations and strategies, we are protecting our business from the most severe adverse effects of climate change. We make these commitments to benefit the environment, our guests and employees, and the communities we serve.

		
1	2	3
NET-ZERO BY 2050*	CARBON DIOXIDE EMISSIONS PEAK BY 2030	50% RENEWABLE ENERGY PROCUREMENT BY 2030
To reduce or offset all carbon dioxide (CO ²) produced by our operations no later than 2050.	To stop and reverse year-over-year growth of operational carbon dioxide (CO ²) emissions by 2030.	To increase Wynn's supply of renewable energy produced or procured to at least 50 percent of total consumption by 2030.

Our goals and strategy 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. Our corporate sustainability goals are continuously informed by new findings in climate science.

* Wynn Resorts' corporate sustainability goals one and two apply to global operations, while goal three applies to North American operations only. Wynn Macau, Limited operations are aligned with our ultimate 2050 goal and have modified milestones toward that date, which reflect their regional targets and alignment with criteria from the Hong Kong Stock Exchange. Details on the Wynn Macau, Limited progress toward our corporate goals can be found in the Wynn Macau, Limited Sustainability Report [here](#).



Wynn Charitable Giving Pillars

EDUCATION

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

CULTURAL ENRICHMENT

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

VIBRANT COMMUNITIES

Making Nevada and Massachusetts better places to live.



WELCOME TO WYNN RESORTS



2022 Wynn Resorts Awards



TWENTY FOUR FIVE-STAR FORBES TRAVEL GUIDE AWARDS

Wynn Resorts earned more Five-Star Awards than any other independent hotel company in the world and is proud that Encore Boston Harbor, in its inaugural effort, joined our resorts in Las Vegas and Macau with Five-Star designation.



RECOGNIZED AS ONE OF AMERICA’S BEST EMPLOYERS BY FORBES

Wynn Resorts ranked within the Top 5 companies in the Travel and Leisure Category on the America’s Best Employers List by *Forbes*. In 2022, the Company rose an impressive 123 spots on the list from the prior year.



RECOGNIZED AS ONE OF THE TOP 100 MOST LOVED WORKPLACES BY NEWSWEEK

Wynn Resorts ranked within the Top 100 Most Loved Workplace by *Newsweek* in 2022. This ranking reflects Company attributes such as systemic collaboration, positive vision of the future, and respect shown throughout the Company.



FORBES 2022 BEST EMPLOYERS FOR DIVERSITY

Wynn Resorts was named to *Forbes* 2022 list of Best Employers For Diversity. Wynn Resorts rose 40 spots from last year’s rankings and is in the top 12 companies in the Travel and Leisure category.



RECOGNIZED ON FORTUNE MAGAZINE’S INAUGURAL MODERN BOARD 25 LIST

The award highlights the Top 25 Most Innovative Boards of directors among S&P 500 companies. Wynn Resorts is the only hospitality company on the list, receiving high scores on gender equality, tenure of independent directors, board size and board independence.



RECOGNIZED BY TRAVEL + LEISURE AS A GLOBAL VISION AWARD 2022 WINNER

The award spotlights international companies, individuals, destinations, and organizations taking strides to develop more sustainable and responsible travel products, practices, and experiences.



THE 2022 CIVIC 50 BY POINTS OF LIGHT

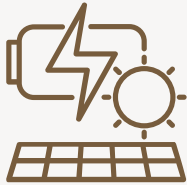
Wynn Resorts was named an honoree on The Civic 50 list in 2022 by Points of Light for dedication to social impact and corporate citizenship.



RANKED WITHIN THE 2022 TOP TEN BEST HOTELS IN THE COUNTRY BY U.S. NEWS AND WORLD REPORT

Wynn Las Vegas and Encore secured a Gold Badge on the 2022 *U.S. News & World Report’s* Best Hotels list, ranking among the top 10 hotels in the country. The Company’s ranking surpassed all other casino resort operators.

Wynn North America *ESG Highlights*



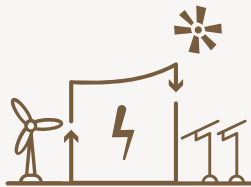
Wynn Las Vegas procured **49% of 24/7 CARBON-FREE ENERGY** in 2022.



Encore Boston Harbor diverted **90%** of resort waste from the landfill in 2022.



Wynn Las Vegas and Encore Boston Harbor recycled **7,644 POUNDS** of soap in 2022 in partnership with Clean the World.



56% of total electricity in North America was produced or procured by renewables in 2022.



Wynn Resorts was recognized by **TRAVEL + LEISURE** with the 2022 Global Vision Award for developing more sustainable and responsible travel products, practices, and experiences.



Wynn Resorts employees in North America donated more than **28,480 HOURS** of volunteerism in 2022.



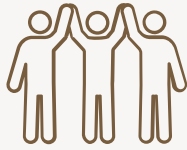
In North America, Wynn Resorts gave more than **\$4.2 MILLION** in cash and in-kind donations to charitable organizations in 2022.



Wynn Resorts employees in North America contributed a record-breaking **\$894,500+** to the Wynn Employee Foundation in 2022.

Wynn Macau, Limited

ESG Highlights



Wynn Macau, Limited donated **24,000+** **VOLUNTEER HOURS** in 2022.



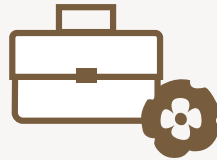
Wynn Macau, Limited gave more than **\$18.6 MILLION USD** in donations and sponsorships in 2022.



Local procurement spend in Macau increased to **86%*** of total purchases.



Wynn Macau, Limited provided **136,000+** training hours to employees.



30.5% of Wynn Macau, Limited team members from 2006 were with the Company in 2022.



Wynn Macau, Limited employed **11,939** team members.



Greenhouse Gas emissions for Wynn Macau, Limited decreased by **41.7%**.



Non-hazardous waste for Wynn Macau, Limited decreased by **55.1%***.



More than **44 METRIC TONS** of soap was recycled from Wynn Macau, Limited since 2019 in partnership with Clean the World.

*Compared to 2019

Governance

Corporate Governance Message

Wynn Resorts has been honored with more *Forbes Travel Guide* Five-Star Awards than any independent hotel company in the world, with 24 Five-Star designations across our global portfolio. Through effective leadership, the Wynn Resorts Board and Executive teams protect and enhance our remarkable corporate culture and employee proprietor mindset.

We evolve our Company's legacy by continually enhancing our operational structures, processes, and controls to support and promote ethical behavior across every sector of our business. Our approach to governance implements ESG strategies that drive long-term corporate value in ways that are responsible, accountable, and transparent.

We are confident that our unwavering commitment to excellence is what makes Wynn Resorts the leader in luxury hospitality, and this dedication will keep us at the forefront of this industry for decades to come.

In this section, we detail Wynn Resorts' ESG program in North America. For information on the governance structure that supports our operations in Macau, please visit the Wynn Macau, Limited Sustainability Report [here](#).



Governance Philosophies Around ESG

The Board believes that material environmental, social, and governance programs can be a driving force for our investors. It also believes an effective ESG program can rally employees who are proud to work for a company that is committed to combating climate change and being socially responsible.

BOARD COMPOSITION AND DIVERSITY

The Board believes that differences of viewpoint, professional experience, individual characteristics, personal background, qualities, skills, qualifications, gender, ethnicity, and race help generate varying perspectives, and that those varying perspectives are important to the effectiveness of the Board’s oversight of the Company. We seek to have the Board represent a diversity of backgrounds and experiences and assess potential nominees considering the Board’s current size and composition.

In 2022, the Wynn Resorts Board of Directors was made up of eight independent directors, 63 percent of whom are diverse, and our Chief Executive Officer. All of the Committees of the Board were chaired by women. Our Board diversity efforts were recognized by 50/50 Women on Boards, who added Wynn Resorts to the 2022 GB List for achieving a gender-balanced Board. In 2022, our Board members were: Craig Billings, our Chief Executive Officer; Philip Satre, who serves as nonexecutive Chair of the Board; Darnell Strom; Margaret Myers; Clark Randt, Jr.; Winifred Webb; Betsy Atkins; Patricia Mulroy; and Richard Byrne. In addition, Matt Maddox served as a director until his departure on January 31, 2022. Ambassador Randt retired in 2023.

For more information regarding our governance philosophy, please visit our Proxy Filing [here](#).



We have established a goal of 50% diversity among Board members, which we have exceeded since 2020.



Board Role in ESG Risk Oversight

The responsibility for Wynn Resorts' ESG program is shaped by decision makers at the highest level of our corporate structure, with oversight by the Board of Directors and Chief Executive Officer. The standards and vision are maintained by the senior executive team including the Chief Financial Officer and the Executive Vice President and General Counsel.

Development of policies, strategies, and goals related to sustainable practices are overseen by the EVP and General Counsel and the Chief Sustainability Officer, who is responsible for the operational execution of the ESG program. The Chief Sustainability Officer periodically meets with the Board of Directors to discuss progress on the Company's efforts.

The Wynn Resorts 2022 ESG Report has been reviewed and approved by Chief Executive Officer, with input from the CFO, the EVP and General Counsel, the Chief Communications Officer, and Chief Accounting Officer.

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, communities in which it does business, our planet, and the other individuals and organizations that share interests with us. 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 assesses risks to the Company's long-term strategic objectives, including threats related to our people, our communities and our planet (including climate change). The Company addresses these risks through our environmental, social, and governance (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.
- 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. The Committee oversees and ensures that the Company meets or exceeds its own strict policy to conduct business at the highest levels of honesty and integrity.
- 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. The Board maintains 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.



Human Rights

Wynn Resorts advocates for the fundamental human rights of everyone: our employees, guests, and the communities in which we operate.

In 2022, Wynn continued to align Company policies under the Global Framework of Human Rights in Business through our Human Rights Policy. This policy uses an approach based on the Universal Declaration of Human Rights to establish core principles to guide our internal policies and procedures.

The Human Rights Policy reinforces our commitment to upholding, protecting, and promoting fundamental human rights. Wynn follows labor practices in compliance with all applicable laws and regulations, promotes diversity in our workforce, condemns human trafficking or forced labor in accordance with the International Labour Organization (ILO) Forced Labour Convention, and guarantees workplace health and safety for all employees.

The Human Rights 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.

To eradicate complicity in human-rights violations, the Company regularly reviews relevant policies and principles to maintain and improve systems and processes related to our operations. These policies include:

- Wynn Resorts Code of Business Conduct and Ethics
- Preventing Harassment and Discrimination Policy
- Anti-Corruption Policy
- Anti-Human Trafficking Policy
- Safety and Health Policy
- Diversity, Inclusion, and Equity Statement and Policy
- Workplace Violence Policy



 In 2022, **51%** of Wynn employees in North America were covered by **COLLECTIVE BARGAINING AGREEMENTS**.

8 DECENT WORK AND ECONOMIC GROWTH



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Code of Business Conduct and Ethics

Our business depends on the reputation of all of us for integrity and principled business conduct. The purpose of our [Code of Business Conduct and Ethics](#) is to reinforce the commitment to an ethical way of doing business. The Code applies to all employees, officers, directors, agents, and representatives of the Company and its affiliates. We are committed to operating in accordance with the highest ethical standards. Our commitment to conducting business ethically starts with our Board, which oversees and promotes compliance with our policies.

Preventing Harassment and Discrimination

Wynn Resorts believes 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 harassment. 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.

Wynn Resorts also believes that everyone has a role in creating a positive, safe, and 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.

Discrimination and 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.

Our employees receive guidance and support in responding to disrespectful 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.

Anti-Corruption

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 Chief Global 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 trained on and are required to acknowledge their understanding of the Company’s Code of Business Conduct and Ethics.



Human Trafficking Prevention Policy

To combat and prevent human trafficking, Wynn Resorts provides its employees with awareness and security procedures, partners with mission-aligned organizations, and provides financial support to organizations devoted to supporting victims of trafficking in our communities.

Wynn Las Vegas and Encore Boston Harbor continue to train all new employees on our Human Trafficking Prevention policy and security response procedures. At our Boston resort, this training has historically been provided by a local organization, My Life My Choice. Wynn Las Vegas also mandates annual awareness training for employees, using a curriculum developed in partnership with iEmpathize—an organization whose goal is to eradicate exploitation.

Additional training was given to guest-facing employees on red-flag indicators, awareness education, and department-specific procedures. In 2022, department-specific training was developed and expanded to management in Bars and Lounges, Valet and Transportation, and Front Guest Services. Security employees and security management receive unique training developed in partnership with iEmpathize to ensure Company procedures are practiced with a victim-centric and empathetic understanding of the risks of human trafficking.

To supplement the missions of local organizations addressing the issue of trafficking prevention, Wynn Resorts donated \$125,000 to Safe Nest, My Life My Choice, the Boston Area Rape Crisis Center, and Casa Myrna Vasquez.



R.I.S.E. PARTNERSHIP IN LAS VEGAS

Wynn Las Vegas was a leader on the Las Vegas Strip in piloting the Resources and Integration for Survivor Empowerment (R.I.S.E.) program in partnership with the Las Vegas Metropolitan Police Department and Signs of Hope. This program provides timely and trauma-informed response to potential victims of human trafficking and ensures a victim advocate is present on-site within 45 minutes.



To support the efforts of Safe Nest, Wynn Las Vegas made a **\$25,000** donation to the organization in 2022.



Encore Boston Harbor **DONATED \$50,000** to the Boston-based organization My Life My Choice and **\$50,000** to the Boston Area Rape Crisis Center (BAROC) in 2022.

Anti-Money Laundering

Wynn Resorts adheres to the American Gaming Association’s Best Practices for Anti-Money Laundering (AML) Compliance. Each of the Company’s AML business units undergoes a money laundering risk assessment at least once every two years. These risk assessments inform the development and periodic updating of the compliance policies, procedures, and controls. 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 ensure 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 within each AML business unit.
- Providing adequate resources to compliance functions.

The Wynn Resorts Board of Directors is ultimately responsible for ensuring the Company’s management effectively implements and maintains this policy. In order to meet this responsibility, the Board receives periodic reports on AML compliance from the Chief Global Compliance Officer who is responsible for the day-to-day

administration of the Company’s overall compliance plan. Each of the Company’s AML business units includes a qualified AML officer who is responsible for developing, implementing, and managing that business unit’s AML compliance policy. Each AML business unit conducts regular auditing as required to maintain compliance with all applicable laws and regulations. In addition, each AML business unit undergoes regular independent testing of its AML compliance program by Wynn Resorts’ Internal Audit Department.

Wynn employees in casino operations and other key positions complete mandatory training on our Anti-Money Laundering policies. Training is specific to an employee’s duties and includes explanations of procedures, responsibilities, and the consequences of noncompliance.



Responsible Gaming and Responsible Marketing

All Wynn Resorts properties in North America and WynnBET, our online wagering entity, 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. WynnBET also offers the option for patrons to self-limit or self-exclude from the online wagering site/application. More information on WynnBET's Responsible Gaming practices is available [here](#).

Wynn provides training to new employees and annual refresher training to existing employees on our responsible gaming program. We also raise awareness of responsible gaming among employees through workplace campaigns and signage. Wynn makes information available to all patrons explaining the probabilities of winning or losing at the various games offered by our casinos.

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 expected to be above the legal age to participate in gaming activity. Brochures are also available on the Casino floor and Cage as well as in all our apps

and web-based programs. We do not feature marketing designed to appeal to individuals under the age of 21 to adhere to the AGA's Code of Conduct. Wynn Resorts is a sponsor of the International Center for Responsible Gaming (ICRG), a research and educational organization aimed at reducing gambling-related harm worldwide, and the National Council on Problem Gambling (NCPG), an organization that advocates for programs and services to assist those affected by problem gambling.

Facilitation of Non-Compliance Reporting and Whistleblower Protections

For grievances or reporting violations of Company policies, employees have several reporting options, including an anonymous reporting system. 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 and Preventing Harassment and Discrimination Policy.

Political Activity

Wynn Resorts believes that participating in the political process is vital. The Company strictly adheres to its policies regarding political activities, including any contributions as enumerated in the Company's [Political Contribution Policy](#).

Among other policy priorities, the Company supports:

- Political policies that strengthen public education for young people and continuing education and training for the current workforce.
- Political policies that encourage diversity and inclusion in the workplace.
- Economic development policies that expand economic opportunities for our employees to enhance their quality of life.
- Policies that ensure domestic and international tourism is safe and accessible, including policies and public investment in preparedness, emergency response, and adequate support for law enforcement and other first responders.
- Legislation that empowers companies to enact policies and strategies that best promote responsible gaming to their patrons.
- Regulatory policies that safeguard the integrity of the casino gaming industry.

POLITICAL CONTRIBUTIONS IN 2022

In alignment with the Company's Political Contribution Policy, we advocate for our business interests by supporting candidates and groups that understand, appreciate, and consider the opportunities and challenges the gaming and hospitality industries face. In 2022, the Company made significant political contributions to the Nevada Resort Political Action Committee (PAC), and Nevada Voters First Political Action Committee.

Wynn Resorts' **\$277,778 contribution** to the Nevada Resort PAC was part of a cross-industry effort to **support quality candidates** for seats in the Nevada legislature.

The Company also contributed \$270,000 in 2022 to Nevada Voters First, a political action committee that advocated for the passage of Question 3 in 2022, a constitutional amendment that would open Nevada's primaries and institute a ranked-choice ballot system for most offices.

ENCOURAGING EMPLOYEE PARTICIPATION

Every two years, Wynn Resorts staff prepare and publish a comprehensive voter guide for North American employees. The guide includes federal, state, and local candidates that appear on employees' ballots where they live. The guide relies on published information from election officials and unaltered responses to questions from candidates. The purpose of the booklet is to provide unbiased, straightforward information to help encourage employees to vote.

Wynn Resorts made Question 3 a priority because, in the words of CEO Craig Billings:

"Ranked-choice voting offers an effective way for voters to select candidates whose policies represent the greatest good for the greatest number of citizens."

Political Activity

TRADE ASSOCIATIONS

The Company engages trade associations, such as the American Gaming Association and the Nevada Resort Association, to advance the policy priorities of the Company and broader industry. Trade associations may engage in lobbying activities, as allowed by those associations' respective bylaws.

For example, the Nevada Resort Association is an active trade group that Wynn Resorts has maintained membership in for more than 12 years. The Association regularly conducts lobbying and advocacy efforts on behalf of its members for policies that advance the interests of integrated resorts and their affiliated businesses throughout Nevada. The Nevada Resort Association estimates that 49 percent of the dues paid by members were applied to lobbying expenses over the 2022 calendar year. This percentage can fluctuate depending on prevalent issues in a particular year.

Nationally, Wynn Resorts is a longstanding member of the American Gaming Association. The Association also conducts lobbying activities on behalf of our industry nationwide, especially on federal policy. The Association estimated 23 percent of its members' dues funded lobbying efforts in 2022.

The **Nevada Resort Association** is an active trade group that Wynn Resorts has maintained membership in for more than **12 years**.



FEDERAL PAC

The Wynn Resorts' Public Policy Political Action Committee (PAC) hosted Southern Nevada's three members of the U.S. House, Representatives Steven Horsford, Susie Lee, and Dina Titus. Events like this forum allow the Company's leadership to interact with their representatives in Washington D.C. and to educate those representatives as to how policy-making in Washington can impact the industry.

During the 2022 election cycle, the PAC supported federal candidates and committees including:

- Rep. Dina Titus (NV-1)
- Rep. Mark Amodei (NV-2)
- Rep. Susie Lee (NV-3)
- Rep. Steven Horsford (NV-4)
- Senator Catherine Cortez Masto (NV)
- National Republican Congressional Committee
- Democratic Congressional Campaign Committee
- U.S. Travel Association PAC

Our People

Corporate Workforce Message

Our employees provide exceptional service to our guests, and this requires not only skill but also a genuine passion for what they do. With a workforce of 27,000 talented individuals, we all share an inherent responsibility to take care of our guests and support one another. This collective commitment is one of the reasons Wynn Resorts holds more *Forbes Travel Guide* Five-Star Awards than any other independent hotel company worldwide.

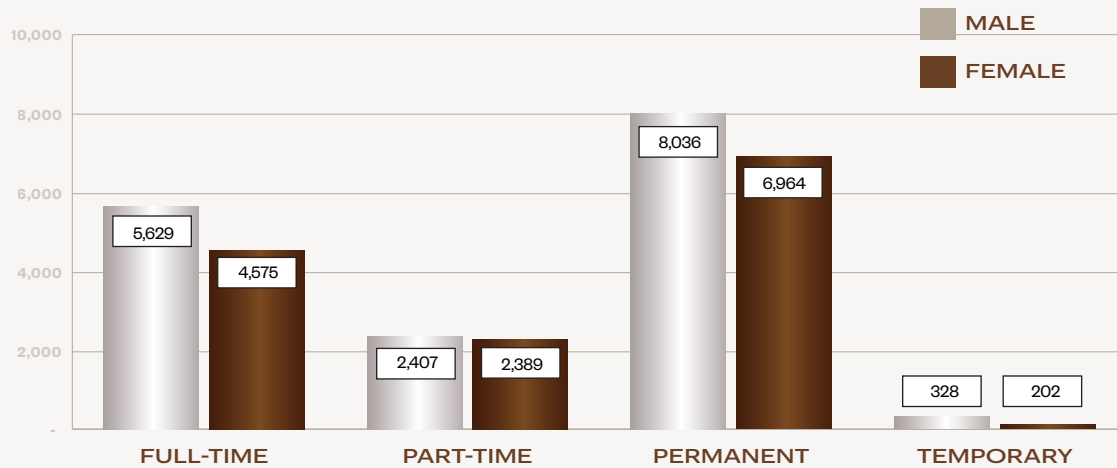
What sets our employees apart is their unique ability to make guests feel welcome from the moment they arrive. We view this as the epitome of hospitality and the foundation upon which our core beliefs and values are built. Our pursuit of excellence has attracted a team of dedicated professionals who possess unparalleled ambition and a genuine talent for fostering human connections. Identifying, developing, and retaining top-tier talent is important and ensures our continued position as an employer of choice within the hospitality industry.

We are proud of the efforts we have made to foster a progressive, diverse, equal, and inclusive environment at Wynn Resorts. The following pages offer details on our efforts.



Wynn North America *Workforce Highlights*

2022 WYNN NORTH AMERICA EMPLOYEE CONTRACTS



In 2022, the **average hourly wage** for Wynn employees in North America was

\$38.84.



100%

of Wynn employees in North America earned **above minimum wage** in 2022.



WYNN NORTH AMERICA
2022 TUOVER RATE

VOLUNTARY TURNOVER RATE	18%
INVOLUNTARY TURNOVER RATE	11%



14%

of Wynn employees in North America held **positions of management** in 2022.

Diversity and Inclusion

A VISION FOR DIVERSITY AND INCLUSION

Wynn Resorts advanced its commitment to creating a diverse and inclusive workforce in 2022. These efforts were spearheaded by the Vice President of Diversity and Inclusion for Wynn Resorts, whose role is to create diversity programming—ensuring

underrepresented voices are heard and amplified—and to recruit and retain a diverse workforce throughout North America.

The VP of Diversity and Inclusion manages advancement at all levels of the Company through thoughtful initiatives to grow diversity among our leadership.

In 2022, the Diversity and Inclusion Strategy focused on creating an inclusive workplace, launching the inaugural Diversity Week as well as a recruitment program with Historically Black Colleges and Universities (HBCUs).

WYNN RESORTS DIVERSITY AND INCLUSION STRATEGIC PLAN

Wynn Resorts Diversity and Inclusion Strategic Plan, a three-phase program strategized around Wynn Resorts' Core Value "Treat Everyone with Dignity and Respect," focuses on our responsibility to our stakeholders to operate as a respectful workplace, welcoming marketplace, and inclusive community partner.

Phase I of the Wynn Resorts Diversity and Inclusion Strategic Plan, launched in 2022, enhanced an inclusive workplace where every employee is valued, respected, and given the opportunity to reach their full potential.

Wynn Resorts launched monthly cultural commemorations across our properties in North America.

To mark the monthly cultural commemorations, the Diversity and Inclusion team partnered with the multimedia team to produce the Wynn Celebrates video series to bring awareness to the various cultures represented at Wynn Resorts. The series, featuring employees from across our resorts, was promoted throughout the commemoration month and added to a collection of videos made throughout the year.

DIVERSITY AND INCLUSION ADVISORY COUNCIL

Part of our Diversity and Inclusion Strategic Plan includes the Diversity and Inclusion Advisory Council (DIAC). The DIAC provides departmental perspective regarding activation and engagement of diversity and inclusion initiatives throughout the business. The DIAC identifies diversity champions to ensure initiatives and objectives reach all employees.

The DIAC played a key role in the inaugural Diversity Week by participating in a "Lunch and Learn" at Wynn Las Vegas, where they discussed the importance of inclusion and how to leverage the diversity of our workforce to better serve our guests. DIAC members also led conversations with employees at Encore Boston Harbor.



Diversity and Inclusion

HBCU RECRUITMENT INITIATIVE

Throughout 2022, Wynn Resorts built partnerships with Historically Black Colleges and Universities (HBCUs) with hospitality and tourism programs to market employment opportunities at Wynn Resorts. Wynn made six campus visits and hosted university administrators at our resort for targeted engagement in 2022, creating awareness of employment opportunities with Wynn Resorts.

This program has seen its first successful round of recruitment, with students hired from Tennessee State University, Morgan State University, and Delaware State University. In the first quarter of 2023, Wynn welcomed its first cohort of graduates into the HBCU Management Training Program.

DEVELOPING DIVERSITY AND INCLUSION FURTHER

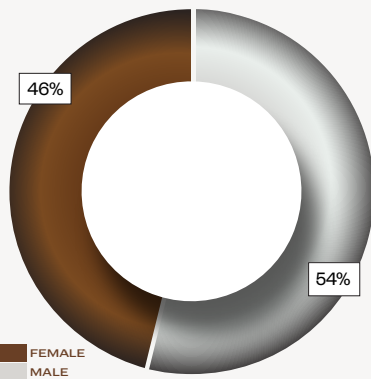
As Wynn progresses into the next phases of the Diversity and Inclusion Strategic Plan, our goal is to be an employer of choice for diverse employees. This goal will be achieved through our Diversity Recruitment Program. The Diversity Recruitment program will engage with new partners to recruit diverse candidates for employment.

- Partner with The National Society of Minorities in Hospitality (NSMH), a diverse organization with a recruitment component to their membership.
- Partner with African American Executives in Gaming, a diverse, industry-related association with a recruitment component to their membership. Wynn hosted approximately 150 organization members in 2022 for a networking reception during the major industry trade show in October 2022.

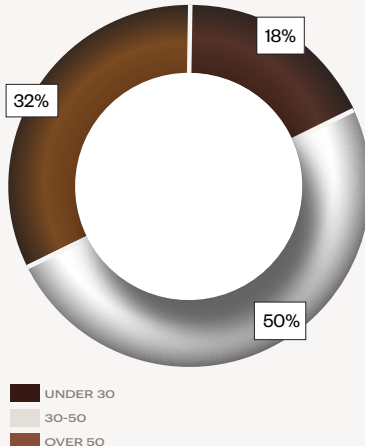
2022 WYNN NORTH AMERICA ETHNIC DIVERSITY AT LEVELS OF LEADERSHIP

ETHNICITY	PERCENTAGE OF EMPLOYEES IN TIER
LEADERSHIP	
2 OR MORE	4.0%
AMERICAN INDIAN	0.5%
ASIAN	14.0%
BLACK	4.5%
HAWAIIAN	1.0%
HISPANIC	6.0%
WHITE	69.0%
OTHER/DECLINED	1.0%
MANAGER	
2 OR MORE	4.0%
AMERICAN INDIAN	0.5%
ASIAN	21.0%
BLACK	7.0%
HAWAIIAN	1.5%
HISPANIC	22.0%
WHITE	41.0%
OTHER/DECLINED	3.0%
LINE LEVEL	
2 OR MORE	4.0%
AMERICAN INDIAN	0.5%
ASIAN	22.0%
BLACK	9.0%
HAWAIIAN	1.5%
HISPANIC	34.5%
WHITE	23.5%
OTHER/DECLINED	5.0%

WYNN NORTH AMERICA 2022 GENDER IN THE WORKFORCE



WYNN NORTH AMERICA 2022 EMPLOYEE AGE DISTRIBUTION



Diversity and Inclusion

WYNN'S INAUGURAL DIVERSITY WEEK

Wynn Resorts' inaugural Diversity Week promoted celebration, education, and understanding of diversity and inclusion and the various cultures that exist within the Company. The daily activities across North America covered the Company's three diversity focus areas: Workplace, Marketplace, and Community.

Wynn Las Vegas featured a Diversity Town Hall with Las Vegas Raiders' President Sandra Douglass Morgan—the first African American woman to lead an NFL team. Three hundred employees turned out to hear Douglass Morgan speak on inclusive leadership.

Encore Boston Harbor hosted five days of employee events, including an employee dialogue hosted by members of the Diversity and Inclusion Advisory Council on leading courageous conversations. Employees also took part in commemorations of Title IX, welcome videos using native languages, celebrating global origins, and a "Unity in the Community" service project for Find Your Anchor, a mental health organization. This week also featured an awareness campaign to highlight volunteer opportunities with Boston-based organizations whose missions are aligned with our diversity and inclusion values.

2022 WYNN NORTH AMERICA GENDER AT LEVELS OF LEADERSHIP

NAMED EXECUTIVE OFFICERS	
MALE	33%
FEMALE	67%
LEADERSHIP	
MALE	63%
FEMALE	37%
MANAGER	
MALE	56%
FEMALE	44%
LINE LEVEL	
MALE	53%
FEMALE	47%



Employee Benefits

BEING AN EMPLOYER OF CHOICE

To attract, develop, and inspire those who work with us, we aim to be an employer of choice.

Our first resort, Wynn Las Vegas, includes many three-generation working families, while 16 percent of employees in 2022 were proud to be “day one” employees. The average hourly wage for our North America employees in 2022 was \$38.84 and 100 percent of Wynn employees in North America earned above minimum wage in 2022.

Wynn Resorts possesses a strong “promote from within” culture, with 67 percent of open supervisor and above positions filled by internal candidates in 2022, including the appointment of our CEO.

HEALTHCARE COVERAGE

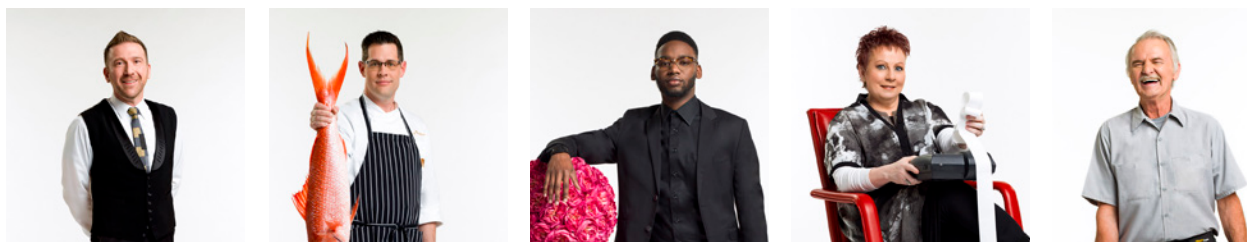
Wynn Las Vegas and Encore Boston Harbor offer comprehensive healthcare benefits to employees working an average of 30 hours per week. Insurance benefits include medical, prescription, dental, and vision coverage. Throughout the year, employees also had access to on-site programming for eye exams and mobile medical vans with convenient on-site care facilities for employees.

RETIREMENT BENEFITS

Wynn Resorts provides a 401(k)-match program to support long-term retirement planning for employees. As the 401(k) vesting is a cliff—there is not an incremental vesting schedule—employees go from zero-percent vested to 100-percent vested upon three years of employment. The Company matches 50 percent of each dollar an employee contributes, up to six percent of their annual salary. To qualify for the Company match, employees must have been employed for a year or more. In 2022, the Company matched more than \$9 million in contributions from participating employees in North America.

DEPENDENT CARE AND SPECIAL LEAVE

For employees with dependents and families, Wynn Resorts offers 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 outlined 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. For Wynn employees in Massachusetts, the Company compensates for the discrepancy between state disability support to reach the standards laid out in our Paid Parental Leave Policy.



Employee Benefits



SUPPORTING WORKFORCE HIGHER EDUCATION AND ADVANCEMENT

Wynn Resorts offers support programs to encourage employees to advance in higher education, prepare for citizenship applications, and enhance language skills. In 2022, Wynn employees took advantage of the following programs:

TUITION REIMBURSEMENT

The tuition reimbursement program returned to Wynn Las Vegas in 2022 (after a pandemic-related hiatus), and Encore Boston Harbor launched its first program. This program offers financial assistance to employees pursuing college credits in a field related to the hospitality industry—up to \$375 per class.

ENGLISH AS A SECOND LANGUAGE CLASSES

As part of continuing employee development in 2022, the English as a Second Language (ESL) classes returned to Wynn Las Vegas and 167 participants clocked in 384 hours of language training. These free classes were available to eligible employees and gathered twice weekly for 12 weeks.

Encore Boston Harbor saw high engagement during its first year offering this program, with 200 employees attending ESL classes, resulting in a total of more than 300 hours of language training. Employees gathered for 1.5 hours once a week for 12 weeks.

U.S. CITIZENSHIP CLASSES

In 2022, Wynn Las Vegas relaunched its citizenship classes—a 12-week course free to eligible employees with instruction to prepare them for the United States citizenship test.

WYNN EMPLOYEE FOUNDATION SCHOLARSHIP PROGRAM IN 2022

Wynn Resorts awarded 15 new scholarships to employees or dependents in 2022. Wynn Resorts supported 44 ongoing scholarship recipients in 2022, exceeding \$243,900. Scholarship recipients also gave more than 600 hours of community volunteerism throughout the year.



Employee Training

EMPLOYEE TRAINING AND EDUCATION

Wynn Resorts is recognized as a top workplace, most recently as one of *Forbes America's Best Employers 2022*, ranking within the top five companies in the Travel and Leisure category. Behind our five-star service is five-star training. To build a strong workplace, we provide all employees with an average of two full days of orientation before their start of work.

New Hire Orientation instills Company culture, values, and service standards through training on Company policies including ethical business standards, harassment and discrimination prevention, and compliance. Roles with specialist functions receive additional training on the job. These programs improve employee performance and capabilities, as well as knowledge of Company resources.

All existing employees are required to complete annual training covering the following topics:

- Cyber, Data, and Information Security
- Computer, Intranet, and Email Use
- Code of Business Conduct and Ethics
- Anti-Money Laundering
- Responsible Gaming
- Discrimination and Harassment Prevention
- Life Safety
- Inappropriate Guest Behavior
- Personal Relationships
- Hazard Communication
- Other Department-related Compliance Topics

To educate large numbers of employees most effectively, many trainings were modified into virtual curriculum in 2022. This approach has successfully trained 99 percent of employees on compliance policies at Encore Boston Harbor and Wynn Las Vegas in 2022. Employees who are out sick or on personal leave are required to complete compliance training upon return to work; cases such as this account for the reason for the one percent who did not complete training in 2022.

LEADERSHIP DEVELOPMENT PROGRAM

The leadership development training program reinforces the knowledge and skills needed to be an effective leader at Wynn Resorts, including receiving feedback, managing conflict, and creating a collaborative and engaging work environment. These trainings provide practical skills that inspire growth and support coaching of strong teams. The classes within this program are designed to cover core professional development topics such as leadership 101, establishing a culture of feedback, and conflict resolution. The learning and development team continuously revisits class themes to meet the needs of workforce leaders within each property.

To draw attention to the culture of leadership among managers, Wynn Las Vegas and Encore Boston Harbor continued the "Conversations with Leaders" program in 2022. This program featured a series of live virtual conversations between leaders to discuss leadership philosophies and trending management topics. Each property alternated hosting these monthly calls to provide cross-networking opportunities and spotlight leaders across various departments and resorts.

Employee Training

TRAINING EVALUATION AND TARGETS

Reflecting our Company values of being progressive and excellent, we continuously upgrade our employee training and education programs to ensure every employee is exceptionally prepared for their job. Training is continuously updated to meet internal needs analysis, state and local guidelines, and employee feedback.

To promote an open feedback culture on training and education content, employees are asked to submit feedback on classes and facilitators following course completion.



To measure the effectiveness of training programs and awareness of Company policies, Wynn gathered feedback from employee focus groups in 2022. Employees shared workplace experiences and scored how Company policies were seen in action after training.

- **100 PERCENT OF EMPLOYEES** were made aware of Company policies.
- **94 PERCENT OF EMPLOYEES** rated the Company's focus on speaking up about harassment or discrimination in the workforce at average or higher importance.
- **100 PERCENT OF EMPLOYEES** believe that no category of employee could be excused from harassment or discrimination in the workplace.



Workforce Development

SHAPING AN EMPLOYEE-CENTRIC WORKPLACE

As business volumes substantially increased throughout 2022, the demand to hire qualified employees across all job functions was greater than ever. Wynn Resorts advanced its programs to recruit and retain talent, making significant reinvestments into its workforce.

EMPLOYEE REFERRAL CONTEST

The Employee Referral Program rewarded current employees with \$100 for referring line-level candidates and \$250 for management-level candidates who are hired and pass their 90-day probation period. The quarterly referral contest rewarded \$1,500 to the employee who submitted the most successful referrals in that quarter.

“YOU EARNED IT!” CONTEST FOR GUEST SERVICE

The “You Earned It!” contest was designed to emphasize employees who meet or exceed the *Forbes Travel Guide* standards of service and maintain the Company’s Five-Star ratings. Award cards and raffled rewards were given to those who demonstrated the *Forbes* service standards in their daily work.

EMPLOYEE ENGAGEMENT SURVEY

In 2022, Wynn Resorts sought employee feedback on the workplace through a comprehensive engagement survey. The survey results found that the Company exceeded hospitality and service benchmarks in all areas with a workforce that is proud of their place of employment, highly engaged in their jobs, and provided benefits beyond those provided by other employees.

Wynn Resorts launched a new annual management performance review in 2022, aiming to reduce turnover, drive Company values into all operations, create a culture of employee engagement, and promote a culture of ownership among employees.

EMPLOYEE APPRECIATION AND COMPENSATION

To show additional appreciation for the record-breaking revenue performances seen throughout the year, Wynn provided additional compensation for employees working overtime and middle-management employees. Wynn employees also received gifts from the Company during the winter holiday season with messages of gratitude.

Wynn Resorts responded to rising inflation in 2022 with a cost-of-living adjustment for all employees. This reinvestment into our workforce was based on the market findings from the compensation committee and strengthened Wynn’s employee-centric workplace.



Animal Welfare

The K9 Unit at Wynn Las Vegas earned a Platinum Level accreditation through the International Casino and Resort Working Dog Association, a third-party organization that audits 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.

Our K9 operations and procedures work to protect the K9s from fear or distress. In addition to the sound-dampening equipment used throughout the facility, 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 facility tours and training demonstrations offered to the public through the Wynn Master Class Series. This class educates the public on how the working K9s operate and are trained at Wynn Las Vegas.

Nutrition and health are central to our K9 team. Each dog is covered by a comprehensive Health and Dental Insurance Plan, as well as regular veterinarian care every six months. Daily, handlers inspect the animals for any signals of health problems. All our dogs receive fresh water and consistent high-quality meals, which are approved by a board-licensed veterinarian, and 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.



WYNN'S K9'S SWEEP IN 2022

Three members of Wynn's K9 team made it into the champion's circle of the Las Vegas Metro Police Department K9 Trials in 2022. Winning first, second and third place, the K9s—and their handlers—swept the podium against law enforcement and military K9 competitors. With this achievement, Wynn became the first resort to take the top three medals in the competition's 30-year history. Performing in agility, obedience, handler protection, and more, Wynn's team has taken the championship title the last six out of seven years. Wynn bears the distinction of being the longest continuously running canine unit on the Las Vegas Strip and holds the distinction of being the most highly decorated resort K9 unit in the world.



Our Communities

Corporate Community Message

As passionate advocates for the destinations we serve, Wynn Resorts is committed to enhancing the quality of life in our local communities. We believe in leveraging our expertise in hospitality and development to create community engagement and social impact programs that bring about transformative change. Our mission in the community is twofold: first, to build strong and resilient communities that our employees are proud to call home; and second, to create world-class destinations that travelers desire to experience.

Recognizing that each community operates within its own unique framework, we design customized community development projects that address specific social challenges. To ensure the success of these projects and drive long-term growth, we collaborate with a diverse group of local civic leaders to identify areas where our Company can make a meaningful difference. By combining philanthropy with citywide economic and infrastructure development, we aim to address the most crucial gaps, including financial, supply chain, and operational needs. Our partnerships with community leaders are instrumental in guiding our nonprofit initiatives, coordinating relief efforts during times of crisis or natural disasters, and more.

The legacy of our Company as an agent of change is made possible by our dedicated employees. They inspire a corporate culture of giving, work tirelessly to improve our home communities for future generations, and create a better future for those in need. One of our fundamental principles has always been to “care about everyone and everything,” and we strive to uphold this promise every day at our resorts and beyond.



Giving Season 2022

Giving Tuesday is an annual global movement to promote charitable giving and volunteerism around the world. Wynn Resorts has participated in Giving Tuesday for several years and expanded efforts into a Giving Season, with a dynamic roster of activities to maximize the Company’s assets and resources to benefit the community. These events engage employees with the community through philanthropy and provide resources to combat hunger, poverty, and homelessness, among other social causes.

This year, Wynn launched a Wynn Employee Foundation Giving Competition, which challenged senior executive leadership to pay it forward through donations and volunteering. The 163 Wynn executives participating in the giving competition donated more than \$250,000 to the Wynn Employee Foundation to benefit various nonprofits, with all donations matched by Wynn Resorts.

GIVING SEASON AT ENCORE BOSTON HARBOR

In the second annual Giving Season at Encore Boston Harbor, employees turned out for philanthropic events that benefitted organizations in the Everett Community:

- **HOLIDAY TOY DRIVE:** 400 toys were collected to benefit the city of Everett and Action for Boston Community Development, a nonprofit that provides for low-income residents in greater Boston.
- **BREAD OF LIFE PANTRY ASSISTANCE:** Volunteers cleaned, unloaded trucks, stocked shelves, and prepared food bags in the local food pantry in Malden for its grocery giveaway.
- **COMMUNITY SERVINGS KITCHEN PREP:** Volunteers bagged food, chopped, and prepared meals at Community Servings Kitchen, an organization that provides meals to chronically and critically ill individuals and their families in Jamaica Plain.
- **GIVING WEEK BAKE SALE:** The sale of specialty baked goods by resort Chefs raised \$1,839 to benefit the Wynn Employee Foundation’s Community Grant Fund.
- **FIND YOUR ANCHOR BOX BUILD:** Employees assembled 150 boxes for Find Your Anchor, a grassroots movement aimed at suicide prevention, awareness, and education.



Giving Season 2022



GIVING SEASON AT WYNN LAS VEGAS

Philanthropic activities were spread over eight days for the fourth annual Giving Week at Wynn Las Vegas. Employees took part in fundraising and volunteer events in support of community partners such as Catholic Charities of Southern Nevada (providing food, shelter, and comprehensive services to the community), Three Square Food Bank (addressing food insecurity), Opportunity Village (empowering, employing and serving people with disabilities), and Family Promise of Las Vegas (addressing family homelessness).

- **WYNN GOLF CLUB BENEFIT:** Wynn Golf Club hosted a benefit for Family Promise of Las Vegas, raising \$27,000 for the organization.
- **DONATION MATCH AND MEAL SERVE FOR CATHOLIC CHARITIES OF SOUTHERN NEVADA:** Wynn employees served 365 meals at Catholic Charities. The resort also matched the first \$25,000 in donations received by that organization, which raised \$93,000 on Giving Tuesday.
- **PIZZA-MAKING MASTER CLASS:** Allegro Executive Chef Enzo Febbraro hosted a pizza-focused master class, with proceeds donated to Family Promise of Las Vegas.
- **PAJAMA BOOKFAIR AT PETERSEN ELEMENTARY SCHOOL:** Wynn Las Vegas employees invited the mascot and staff from the Las Vegas Raiders to join this pajama-themed bookfair and distributed more than 3,500 new books to students, along with pajamas. Wynn Resorts funded this initiative, providing \$50,000 in programming support.
- **FEED THE FUNNEL:** More than 900 Wynn employees, friends, and community partners came together over two days and packed more than 300,000 meals for Three Square Food Bank, Southern Nevada's largest hunger-relief organization.

Employee Volunteerism

Every year, Wynn Resorts employees volunteer thousands of hours and raise hundreds of thousands of dollars to directly benefit the communities in which we do business. In 2022, Wynn employees volunteered more than 28,000 hours in North America. Throughout 2022, Wynn Las Vegas hosted more than 120 Company-sponsored volunteer events for employees and their families. Encore Boston Harbor also hosted more than 60 Company-sponsored volunteer opportunities to support the greater-Boston community.

WYNN LAS VEGAS' PARTNERSHIP WITH PETERSEN ELEMENTARY

Through 2022, Wynn continued its longstanding partnership with Dean Petersen Elementary School, where employees adopted classrooms to provide teachers and students with tutoring services, translation services, literacy programming, and more. Wynn Resorts also sponsors and provides volunteers for community and student-body grocery distributions at the school. Wynn also partnered with Goodie Two Shoes to provide students with new shoes and socks from an on-site pop-up store, where Wynn volunteers assisted as personal shoppers. To further elevate the offerings in 2022, Wynn employees volunteered at the student bookfair and pajama giveaway during the holiday season, in partnership with Spread the Word Nevada. Petersen students received more than 3,500 new books and pajamas amid a winter railroad wonderland theme designed by Wynn's creative team. Wynn Resorts provided \$50,000 in programming support for this event.

DOLLARS FOR DOERS

Three years ago, Wynn Resorts launched a community service initiative to match employee volunteer hours with cash grants. Employees who volunteer 25 hours of personal time at an approved nonprofit are eligible to request a \$250 grant from Wynn. Each grant directly benefits the organization which the employee has committed their time to and is given in honor of their service to the community. The Dollars for Doers program maximum grant is \$1,000 per employee per year for up to 100 hours of personal volunteer time. In 2022, 16 individual employees and 2 employee groups earned these grants by providing more than 4,000 hours of volunteerism. This resulted in more than 25 grants being given to 24 nonprofits, totaling \$35,000.

FEED THE FUNNEL

Wynn Resorts is proud to be the first business to bring The Pack Shack's Feed the Funnel parties to our communities in Nevada and Massachusetts. Through the upbeat, music-filled coordination of up to 200-person groups, volunteers pack shelf-stable meals that go to charitable community partners for distribution. Since our partnership began in 2018, Wynn employees have packed millions of meals for food insecure individuals in our communities. In 2022 alone, Wynn volunteers collectively packed more than 918,500 meals.

- With the help of more than 900 volunteers, Wynn Las Vegas packed 513,000 meals across two events that benefitted Three Square Food Bank, Southern Nevada's largest hunger-relief organization.
- In 2022, Encore Boston Harbor hosted two Feed the Funnel events that packed 488,000 meals total.

"Witnessing how Wynn Resorts demonstrates its genuine compassion and respect for their employees and neighbors has been a great inspiration to us. Beyond packing hundreds of thousands of meals for local nonprofits at Feed the Funnel parties, Wynn Resorts is a recognized leader for others who seek to serve their communities with dignity and excellence."

—Bret Raymond, Chief Executive Officer, The Pack Shack

WYNN LAS VEGAS EMPLOYEES ALSO PARTICIPATED IN SUPPLY DRIVES AND DONATIONS:

- More than 10,000 pairs of socks were collected for Project 150
- 25,189 school supplies donated to Petersen Elementary
- 5,335 hygiene items donated to Nevada Homeless Alliance
- 2,206 hygiene kits provided to U.S. Vets



Employee Volunteerism

ENCORE BOSTON HARBOR'S POWER OF GIVING

Encore Boston Harbor's first unrestricted year of in-person community volunteerism shined, signaling the ability of our employees to go beyond virtual volunteerism through charitable and philanthropic action.

Friendly competition among departments encouraged Encore Boston Harbor toward its 2022 volunteerism goals. The employees hosted several Company-wide drives for food, books, hygiene, school supplies, and socks, as well as department-specific drives with unique impact.

Employees found a special enthusiasm for charity fundraising walks, and the Company embraced that momentum by sponsoring employees to participate in these walks, including DAV 5K, the Boston Area Rape Crisis Center

(BARCC) Walk, Camp Harbor View Road Race, Walk to End Alzheimer's, and the Bread of Life Walk. Among the five successful walks, the walk for the BARCC was the most noteworthy. The 208 volunteers on the Encore Boston Harbor team broke records as the largest team at the event to date.

REPORTING ACCURATE HOURS

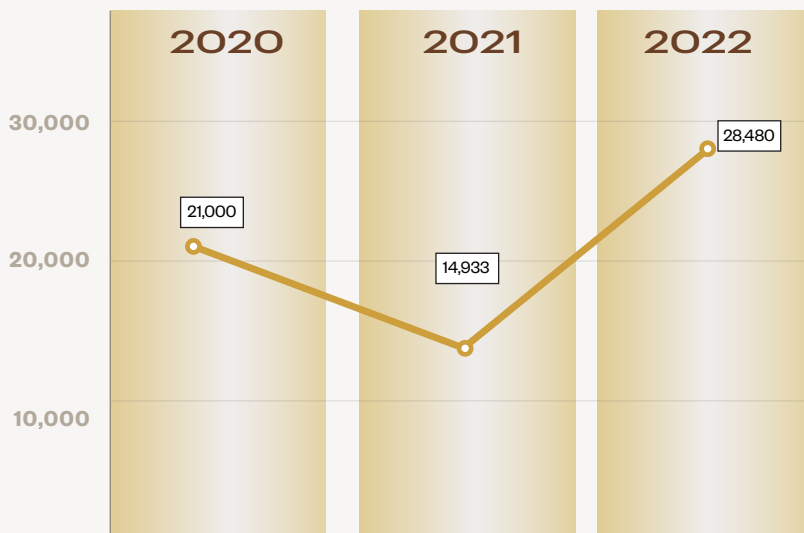
Transparency and accuracy are essential to quantifying the impact of Wynn's initiatives. Our Community Relations team verifies all Company sponsored volunteer hours with secondary documents from the event staff. Wynn employees are responsible for logging their personal volunteer hours for non-Company sponsored volunteerism. Volunteer hours earned during Company sponsored events are entered on behalf of each volunteer with a signed waiver on file for each

event. To account for human error in collecting personal hours, our Community Relations team validates each time entry, the activity and organization, and removes mistaken duplications or unauthorized activities.

ENCORE BOSTON HARBOR EMPLOYEES ALSO PARTICIPATED IN SUPPLY DRIVES AND DONATIONS:

- \$13,000 raised in specialty bake sales
- More than 5,542 pounds of food donated to Bread of Life
- More than 1,100 books distributed to Everett schools
- More than 2,500 school supplies donated to Beacon Academy and Everett schools
- Hygiene items, toys, socks, and more collected and distributed
- More than 12,000 volunteer hours completed

WYNN NORTH AMERICA EMPLOYEE VOLUNTEER HOURS




Wynn Employee Foundation Community Grants and Donations

CORPORATE GIVING

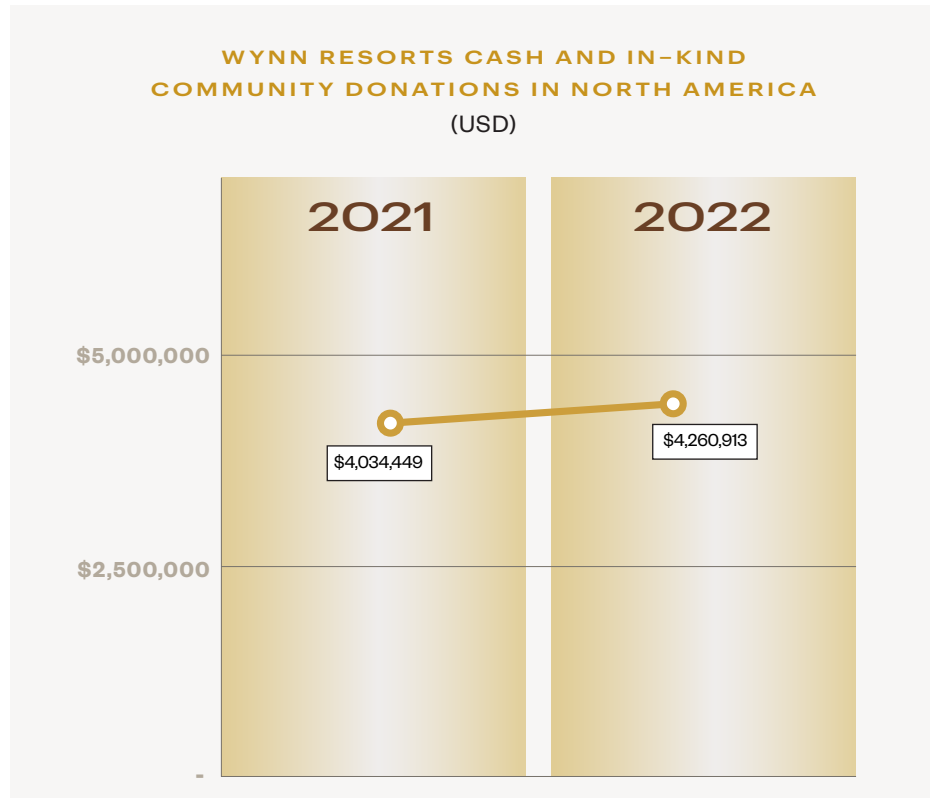
In 2022, Wynn Resorts gave more than \$2.8 million in cash and more than \$1.3 million in in-kind donations to nonprofit organizations in North America within its corporate giving pillars of education, cultural enrichment, and vibrant communities. Wynn Las Vegas and Encore Boston Harbor worked with nonprofits throughout the year to examine community needs and sought to identify and fill in financial and resource gaps.

WYNN EMPLOYEE FOUNDATION DONATIONS AND GRANTS

Wynn Resorts nurtures a culture of giving, which our employees echo with their actions. The Wynn Employee Foundation (WEF) is a charitable giving foundation funded and managed by employees. The foundation gives employees the opportunity to be part of the decision-making process for allocation of employee donations. Wynn matches donations to the Employee Foundation dollar for dollar. In 2021, Wynn increased annual matching dollars from \$50,000 to \$75,000 per employee, making it the highest corporate match in our industry.



In 2022, Wynn Resorts gave more than **\$4.2 MILLION** in cash and in-kind donations to nonprofit organizations in North America.



2022 was a record-breaking year for employees giving to the Wynn Employee Foundation with \$894,526 donated, which is \$266,000 more than the highest historical fundraising year for the Company. It also broke records with the highest number of donors—2,582—and the highest number of new donors reaching 1,400.

Employees dedicated their charitable giving to more than 300 approved causes and the Wynn Community Grant Fund. The Community Grant Fund was created for employees who are passionate about giving and are not dedicated to a specific cause.

The Wynn Employee Foundation Board of Directors decides on recipients of donated funds under the recommendations of the Employee Advisory Council. In 2022, more than \$206,000 in grants were given to community partners in Nevada and Massachusetts. Encore Boston Harbor especially proved itself to be a powerhouse of charitable giving, with 70 percent of resort directors and above donating to the Wynn Employee Foundation in 2022.

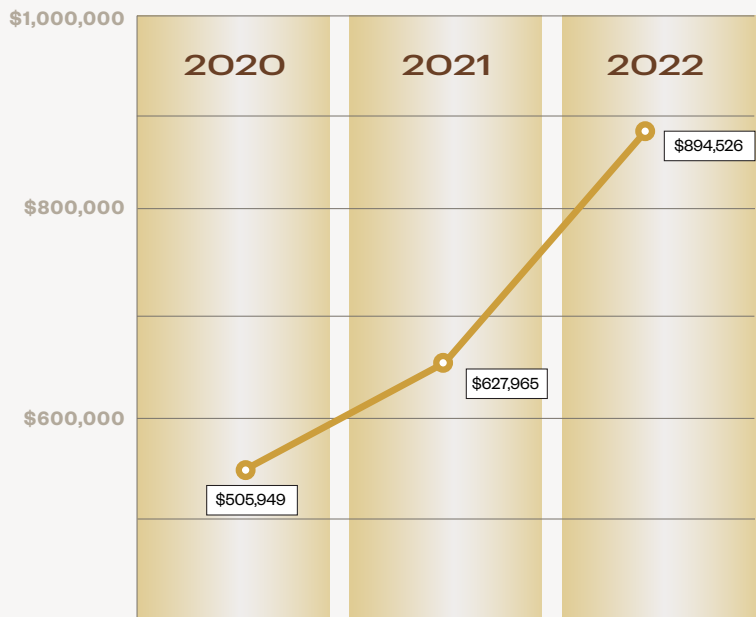
Wynn Employee Foundation Community Grants and Donations

BOSTON'S GIVING FROM GAMING

Encore Boston Harbor engaged customers in charitable giving with the "TRU Ticket Redemption" program. This program offers customers the opportunity to donate the change from their gaming winnings when cashing out of slot machines to a group of local Boston charities. In 2022, more than 820,600 tickets were rounded up for community donation. Encore Boston Harbor selected four local charities to receive the funds, totaling \$153,677 in community donation.

In 2022, Wynn Resorts was named an honoree on **THE CIVIC 50** list by Points of Light, the world's largest nonprofit dedicated to accelerating people-powered change, for Wynn Resorts' dedication to social impact and corporate citizenship.

WYNN NORTH AMERICA EMPLOYEE CONTRIBUTIONS TO THE WYNN EMPLOYEE FOUNDATION (USD)



Community Programs

Wynn Resorts creates bespoke programs for employees to engage in community partnerships. Wynn also serves as a conduit and catalyst, identifying gaps in opportunities for impact and helping nonprofits work together more efficiently.

NONPROFIT LEADERSHIP RETREAT

In 2022, Wynn Resorts hosted its inaugural Nonprofit Leadership retreats at Wynn Las Vegas and Encore Boston Harbor. Wynn Resorts united nonprofits and guided conversation among community changemakers, with the goal of creating a new collaborative spirit among them.

The Nonprofit Leadership retreat at Wynn Las Vegas brought together more than 250 attendees representing 89 organizations that serve southern Nevada’s most critical needs. They interacted with 31 Wynn executives with the goal of building new connections and sparking collaboration. Senior executives from Wynn Resorts, Wynn Las Vegas, WynnBET, and Wynn Design and Development led roundtable discussions with nonprofit representatives on shared challenges and opportunities for community development. Attendees then participated in a service project for Find Your Anchor, an organization focused on suicide prevention.

Encore Boston Harbor hosted its Nonprofit Leadership retreat at one of its nonprofit partners, Camp Harbor View, with 42 nonprofit leaders from 19 Boston-based organizations attending. The retreat included fireside chats on community relations and diversity and inclusion, with special presentations from the resort president on managing employees across generations. An executive leadership panel shared their experiences engaging with the community.

NONPROFIT LEADERSHIP FELLOWS PROGRAM

The Nonprofit Leadership Fellows Program is tailored for a small group of nonprofit leaders to collaborate with Wynn’s leadership teams in a roundtable setting to discuss topics relevant to executive roles at both nonprofit and for-profit organizations.

The 12-month fellowship program gives nonprofits the opportunity to leverage the expertise of Wynn’s thought leaders, build professional development skills, and improve

strategic priorities. All participating organizations exchange advice to assist in enhancing respective nonprofits, which included The Anti-Defamation League, Boys & Girls Clubs of Southern Nevada, The LGBTQ Community Center of Southern Nevada, The Neon Museum, Junior Achievement, ed.Xtraordinary, Leaders in Training, Nevada School of the Arts, Nevada Ballet Theatre, Positively Arts, The Just One Project, and U.S. Vets. For the inaugural cohort, four nonprofits aligning under each corporate giving pillar were invited to participate. The inaugural fellows will act as facilitators and enhance the program for the second cohort, featuring 12 members beginning their program in early 2023.



Our Planet

Corporate Sustainability Message

As a globally recognized leader, Wynn Resorts acknowledges its responsibility in addressing the complex environmental challenges faced by the travel and hospitality industry. Our commitment to sustainability, guided by our global sustainability program, propels us toward the mission of leaving the planet in a better state than we inherited.

At the core of our corporate objectives lies the aspiration to operate resorts that are carbon-neutral and generate zero waste to the landfill. With each passing year, we advance closer to this target by building upon past achievements, anticipating future requirements, and spearheading industry-leading initiatives designed to surpass government regulations. We continuously explore avenues to reduce our environmental footprint. Our primary areas of focus encompass renewable energy, water conservation, waste management, recycling, reduction of single-use plastics, emissions control, and preservation of natural habitats. Through annual reporting and sharing of our environmental initiatives, we actively encourage other like-minded organizations to adopt sustainable practices.

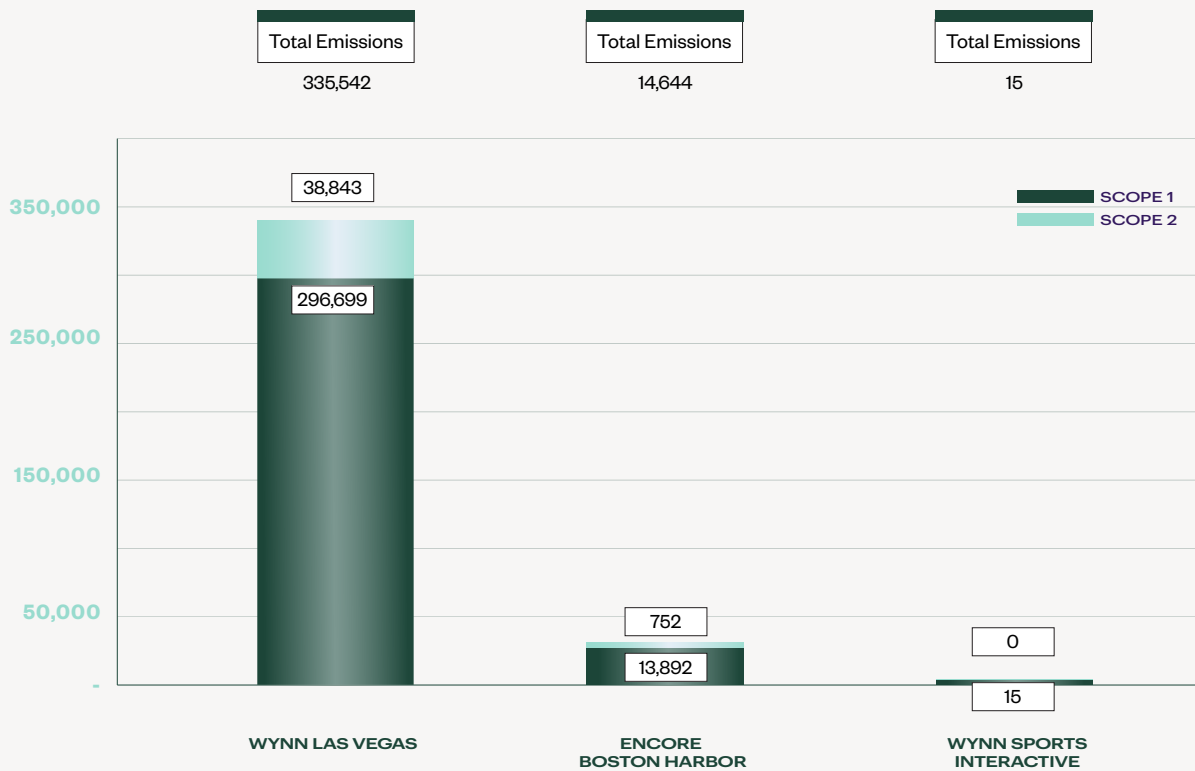
The critical examination of our efforts to protect the planet is important to our Company. In 2022, we made substantial strides in promoting clean and renewable energy. Our Zero-Waste convention and meetings programs not only generate additional revenue streams but also provide valuable services to our clientele who prioritize environmental responsibility.

Equally important is our commitment to deliver a sustainable luxury experience, without compromising the five-star service for which we are renowned, ensuring our guests' trust in Wynn as their preferred luxury destination.



Wynn North America *Environmental Highlights*

2022 WYNN NORTH AMERICA CARBON DIOXIDE EMISSIONS BY PROPERTY (Metric Tons CO²)

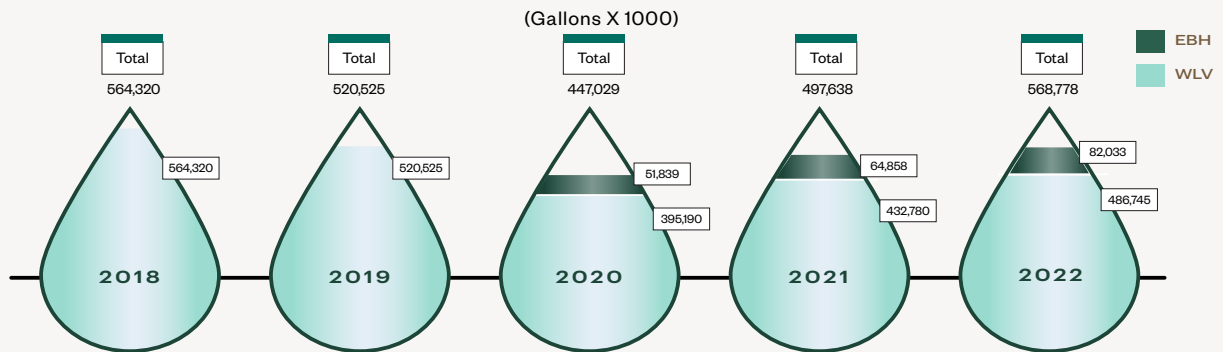


2022 WYNN NORTH AMERICA FUEL CONSUMPTION

JET FUEL	4,119,822 POUNDS
GASOLINE	100,602 GALLONS
DIESEL	17,585 GALLONS
NATURAL GAS	7,841,843 THERMS
PROPANE	2,073 GALLONS

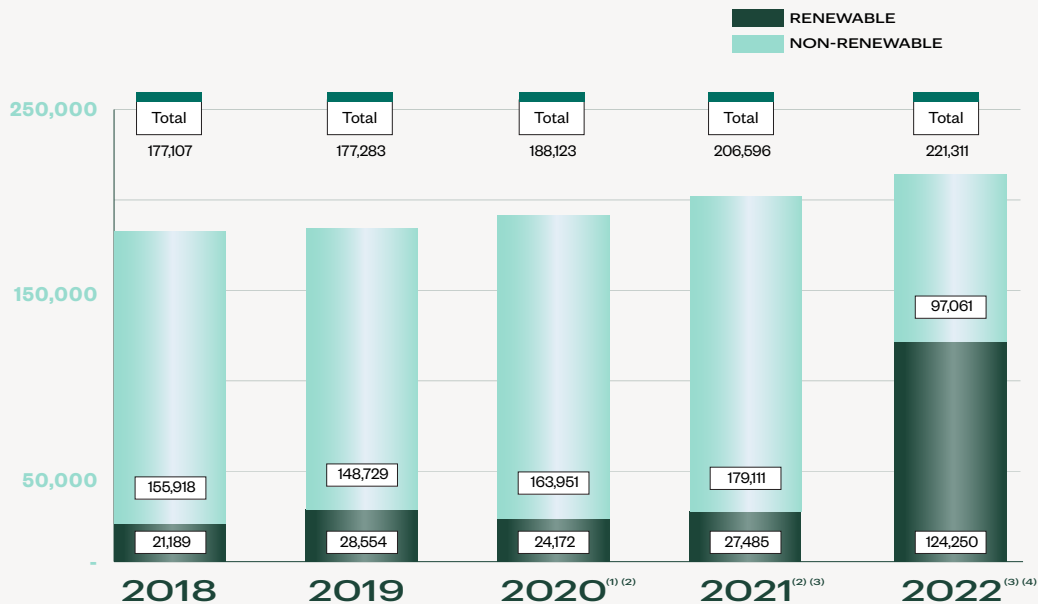
Wynn North America *Environmental Highlights*

WYNN NORTH AMERICA WATER CONSUMPTION



WYNN NORTH AMERICA POWER CONSUMPTION BY ENERGY TYPE

(MWh)



(1) North America totals include Encore Boston Harbor beginning in 2020.

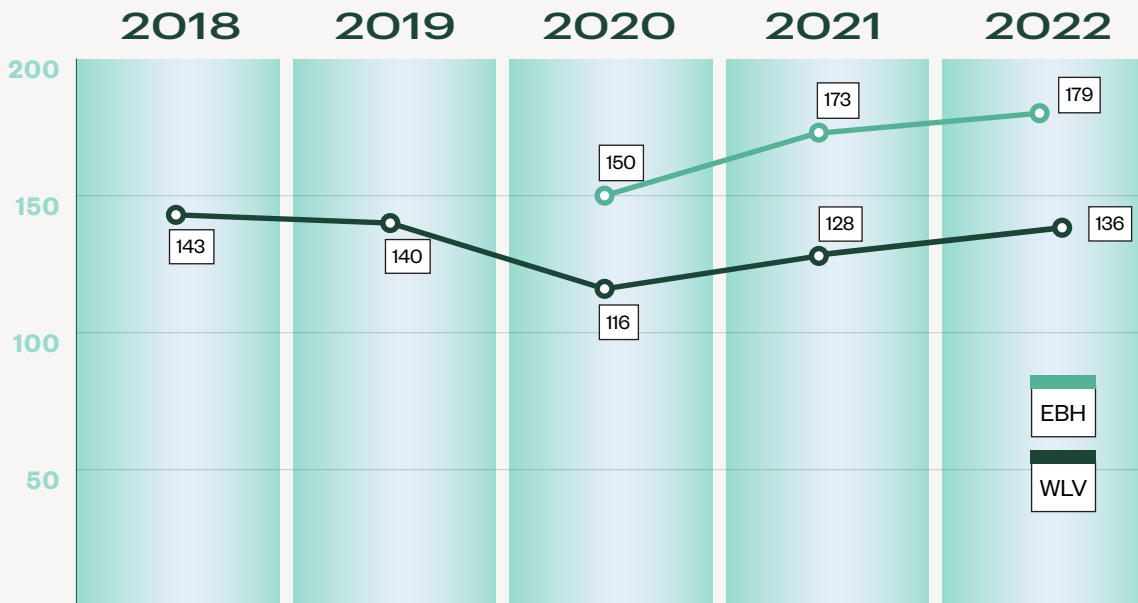
(2) The Wynn Solar Facility took an unscheduled maintenance outage in 2020 and 2021, resulting in decreased annual output.

(3) Encore Boston Harbor's total renewables in 2021 and 2022 include a mix of physically owned renewable generation, REC purchases, including green-e Certified RECs that offset a portion of electricity consumed.

(4) Our approach to calculating the percentage of electricity consumption from renewables at Wynn Las Vegas adjusted in 2022 to include our retired RECs for state Renewable Portfolio Standard compliance and through our integration of nZero's carbon management intelligence software that allows us to increase the level of transparency in our real-time, market-based clean power procurement strategies.

Wynn North America *Environmental Highlights*

WYNN NORTH AMERICA ENERGY USE INTENSITY
(MWh/SqFt)






Wynn Las Vegas diverted **35%** of waste from the local landfill in 2022.



Encore Boston Harbor diverted **90%** of waste from the local landfill in 2022.

Commitment to Sustainable Growth

Wynn Resorts has established three goals to address climate change. By prioritizing decarbonization and integrating it into our daily operations and strategies, we are protecting our business from the most severe adverse effects of climate change. We make these commitments to benefit the environment, our guests and employees, and the communities we serve.

<div style="background-color: #2c4e60; color: white; border-radius: 50%; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center; margin-bottom: 10px;">1</div>  <p style="text-align: center;">NET-ZERO BY 2050*</p> <p style="text-align: center;">To reduce or offset all carbon dioxide (CO²) produced by our operations no later than 2050.</p>	<div style="background-color: #2c4e60; color: white; border-radius: 50%; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center; margin-bottom: 10px;">2</div>  <p style="text-align: center;">CARBON DIOXIDE EMISSIONS PEAK BY 2030</p> <p style="text-align: center;">To stop and reverse year-over-year growth of operational carbon dioxide (CO²) emissions by 2030.</p>	<div style="background-color: #2c4e60; color: white; border-radius: 50%; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center; margin-bottom: 10px;">3</div>  <p style="text-align: center;">50% RENEWABLE ENERGY PROCUREMENT BY 2030</p> <p style="text-align: center;">To increase Wynn's supply of renewable energy produced or procured to at least 50 percent of total consumption by 2030.</p>
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SCIENCE-INFORMED GOALS

Our goals and strategy 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. Our corporate sustainability goals are continuously informed by new findings in climate science.

* Wynn Resorts' corporate sustainability goals one and two apply to global operations, while goal three applies to North American operations only. Wynn Macau, Limited operations are aligned with our ultimate 2050 goal and have modified milestones toward that date, which reflect their regional targets and alignment with criteria from the Hong Kong Stock Exchange. Details on the Wynn Macau, Limited progress toward our corporate goals can be found in the Wynn Macau, Limited Sustainability Report [here](#).



Progress on Corporate Sustainability Goals

SEEING CARBON-FREE ENERGY IN LAS VEGAS

Wynn Las Vegas was an early participant in energy independence and has independently sourced renewable energy since 2016. Wynn Las Vegas left the Nevada utility structure to become a direct access customer, allowing us to purchase electricity directly from suppliers rather than rely on what is sourced by a utility. The ability to choose where we purchase our energy allows us to prioritize renewable energy sources and low-carbon options. These investments in low carbon sources of energy generation are reflected in our GHG emissions reported as our Scope 2, market-based emissions.

The next step toward our goals required us to develop deeper understanding of our Scope 2 emissions at Wynn Las Vegas. We partnered with nZero to develop a more detailed and accurate emissions profile of our purchased market energy, rather than rely on location-based calculation methods. Our approach used hourly interval data from purchased market energy and assigned a GHG emissions factor using the data contained in hourly energy eTags. This level of granularity provided a more accurate emissions equivalency using the power sources meeting each hour of energy at our resort. This effort yielded a new insight for Wynn Las Vegas: **(of the 8,760 hours in the year 2022) 49 percent of hours had energy that came from carbon-free sources.**

Tracking 24/7 Carbon-Free Energy provides a transparent annual snapshot of Scope 2 carbon emissions, which assists our path to Net-Zero by 2050. Our 2022 24/7 Carbon-Free percentage reflects intentional renewable generation and procurement, and the availability of decarbonized energy on the open western market. As Wynn continues to expand renewable energy projects to reach our 2030 goals, the 24/7 Carbon-Free metric will also capture the decarbonization happening on the open energy market. Wynn separately tracks the amount of renewable energy provided to the resort, which excludes carbon-free sources like nuclear, to track our progress toward our goal of 50 percent Renewable Energy Procurement by 2030. **In 2022, 31 percent of total energy used at Wynn Las Vegas came from renewable sources of energy.**

POSITION ON CLIMATE CHANGE

We approach the risks of climate change in two ways: adapt to the present challenges and mitigate contributions to the problem in the future. We apply this approach to the following risk areas:

RISK

Today we are adapting to water scarcity, which has become a contributing factor to our operational resilience in southern Nevada.

Our guests' preferences demand environmental awareness and transparency.

In the future, regulatory systems will expand to include emissions reporting.

RESPONSE

By working with stakeholders, local authorities, and the Southern Nevada Water Authority, Wynn is targeting consumptive water use. Wynn is actively seeking new technologies and methods to reduce water stress. Wynn will continue to monitor this topic and share progress through our engagement in the Water Stewardship Executive Roundtable series.

Wynn is expanding practices to include guidelines from the leading evaluator of guest service, *Forbes Travel Guide*, to enhance the guest experience with inclusive sustainability products and offerings.

Wynn will build on the foundation set in our annual reporting program to include new regulatory mandated practices. This will strengthen our approach and achievement of our corporate sustainability goals.

Fuel and Electricity

ENERGY MANAGEMENT

Energy management is a foundational piece of our building design and operations at our resorts. Our properties are built to the highest LEED or Green Globes standards, incorporating efficiency in building operations and maintenance in high energy consumption, heating, ventilation and air conditioning, lighting, and large-scale machinery. The goal of our operations is to reduce energy consumption and the associated Scope 1 and 2 emissions while maintaining system reliability and comfort for our guests. Our employees' support, data monitoring practices, and building management systems move us closer to our corporate sustainability goals.

ENERGY STRATEGY

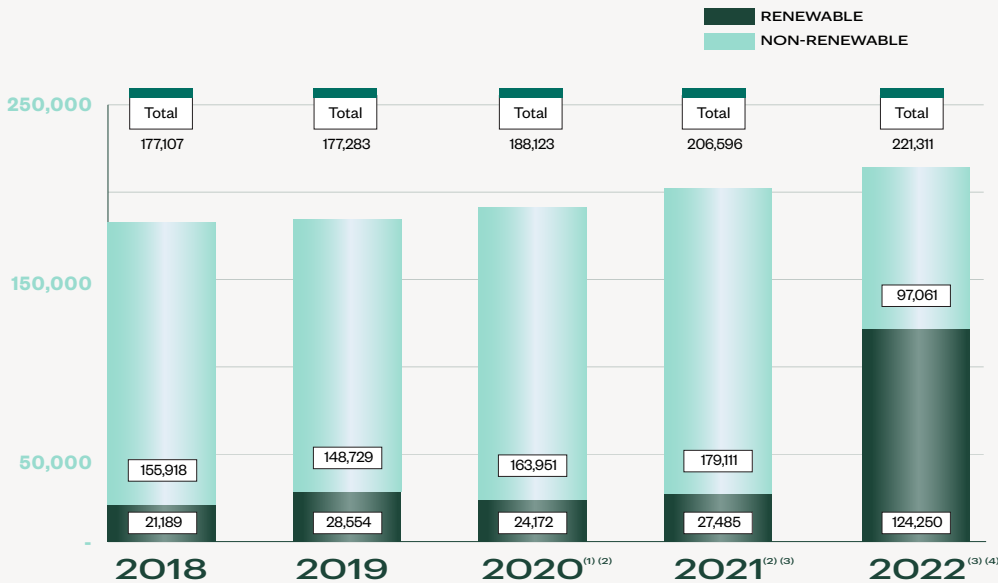
Wynn works closely with local utilities, energy regulators, and industry experts in advancing our energy initiatives. Wynn's energy policies comply with federal, state, and local regulations. Wynn's energy procurement and renewable strategy in North America is led by the Chief Sustainability Officer. Our energy use data is reviewed and tested for accuracy regularly and is presented for clarity in our annual ESG Report.



From investments in renewable generation and market-based solutions, Wynn Las Vegas received **49%** of its annual energy consumption from 24/7 Carbon-Free Energy resources in 2022.

Wynn properties in North America received **43% MORE RENEWABLE ENERGY** in 2022 compared to the previous year. This reflects a new approach taken in 2022 to calculate and track the renewable attributes of procured energy on the open western market.

WYNN NORTH AMERICA POWER CONSUMPTION BY ENERGY TYPE (MWh)



(1) North America totals include Encore Boston Harbor beginning in 2020.
 (2) The Wynn Solar Facility took an unscheduled maintenance outage in 2020 and 2021, resulting in decreased annual output.
 (3) Encore Boston Harbor's total renewables in 2021 and 2022 include a mix of physically owned renewable generation, REC purchases, including green-e Certified RECs that offset a portion of electricity consumed.
 (4) Our approach to calculating the percentage of electricity consumption from renewables at Wynn Las Vegas adjusted in 2022 to include our retired RECs for state Renewable Portfolio Standard compliance and through our integration of nZero's carbon management intelligence software that allows us to increase the level of transparency in our real-time, market-based clean power procurement strategies.

Fuel and Electricity

DEPARTMENTS AND TRAINING

Energy management programs are executed at our resorts by Engineering and Facilities teams along with Design and Development teams. Engineering professionals are required to maintain the latest certificates and regular training on job functions to maintain an operational facility. A utility manager is dedicated to daily and monthly efficiency analysis that accounts for weather and building occupancy. Using a sophisticated energy submetering system, our Facilities team can adjust operations for optimization and safety.



WYNN NORTH AMERICA ELECTRICITY (PRODUCED OR PROCURED) FROM RENEWABLES

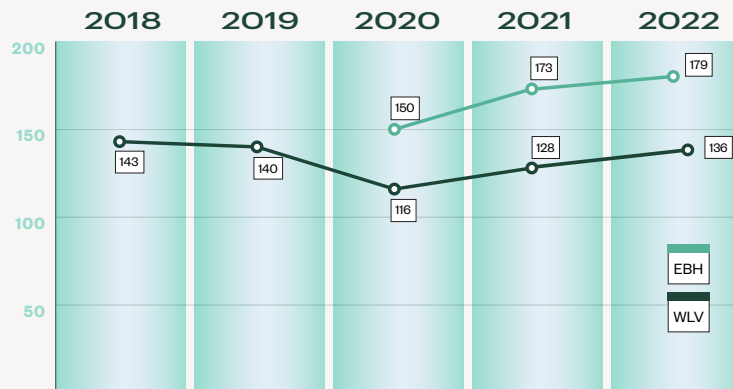
2018	12%
2019	16%
2020*	13%
2021*	13%
2022*	56%

*Encore Boston Harbor's total renewables in 2021 and 2022 include a mix of physically owned renewable generation, REC purchases, including green-e Certified RECs that offset a portion of electricity consumed in the calendar year.

*North America totals include Encore Boston Harbor beginning in 2020.

*Our approach to calculating the percentage of electricity consumption from renewables at Wynn Las Vegas adjusted in 2022 to include our retired RECs for state Renewable Portfolio Standard compliance and through our integration of nZero's carbon management intelligence software that allows us to increase the level of transparency in our real-time, market-based clean power procurement strategies.

WYNN RESORTS ENERGY USE INTENSITY (MWh/SqFt)



2022 WYNN NORTH AMERICA FUEL CONSUMPTION

JET FUEL	4,119,822 POUNDS
GASOLINE	100,602 GALLONS
DIESEL	17,585 GALLONS
NATURAL GAS	7,841,843 THERMS
PROPANE	2,073 GALLONS



Emissions

APPROACH TO EMISSIONS REPORTING

Wynn reports direct and indirect emissions for our resort properties in North America. We apply the Environmental Protection Agency’s definitions of Scope 1 and 2 emissions in determining operations that fall within direct and indirect categories. Operational emissions from Wynn Sports Interactive and Wynn Aviation are also included in our 2022 disclosure. Our emissions reporting program recognizes the guidance and principles of The Greenhouse Gas Protocol’s Corporate Accounting and Reporting Standard.

EMISSIONS INVENTORY

Wynn accounts for annual emissions based on activities within its operational control and presents findings at a regional or property basis for clarity. Data collection relies on fuel reports from internal operations and third parties. Except for Scope 2 emissions in 2022, we calculate CO2 equivalent emissions using the Environmental Protection Agency’s Emission Factors for Greenhouse Gas Inventories, as most recently published within the reporting period. The calculation uses a 100-year Global Warming Potential (GWP) from the Intergovernmental Panel on Climate Change’s Fourth Assessment Report.

NEW APPROACH TO SCOPE 2 EMISSIONS

Wynn has approached Scope 2 emissions accounting in North America using a location-based method, which relied on the EPA’s regional area eGRID emissions factor applied to our annual electricity usage. This method accounts for the mix of power generated from all sources of electricity within a geographical region. These emissions factors represent a general depiction of the GHG emission intensity of the grid where the energy consumption took place, and this approach is still used for Encore Boston Harbor in 2022.

In 2022, Wynn Las Vegas enlisted nZero’s emission modeling system to approach Scope 2 emissions accounting with more accuracy. nZero identifies the specific source of the energy being consumed through the data sourced in our eTags, and tracks the flow of electricity from a specific generation source to an end-use customer. nZero’s software assigns a specific emission factor based on the type of generation facility, data provided by the energy provider, publicly reported information, and other data. Energy consumption data is matched with the corresponding generation data for a more accurate calculation of Scope 2, market-based emissions.

2022 WYNN NORTH AMERICA CARBON DIOXIDE EMISSIONS INTENSITY

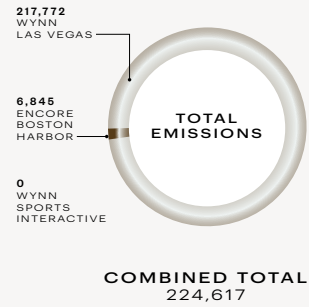
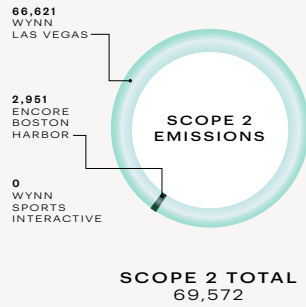
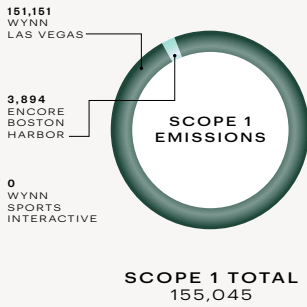
PROPERTY	EMISSIONS INTENSITY RATIO	ORGANIZATION-SPECIFIC DENOMINATOR
WYNN LAS VEGAS	0.019	17,725,219 SQFT
ENCORE BOSTON HARBOR	0.005	3,112,153 SQFT



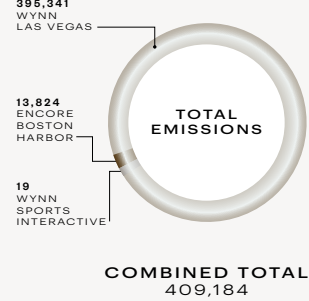
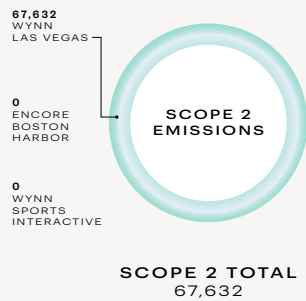
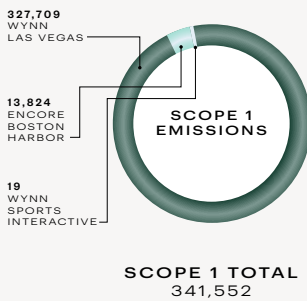
Emissions

WYNN NORTH AMERICA CARBON DIOXIDE EMISSIONS BY SCOPE (Metric Tons CO₂)

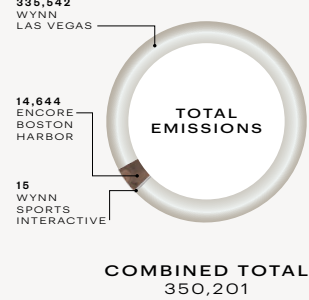
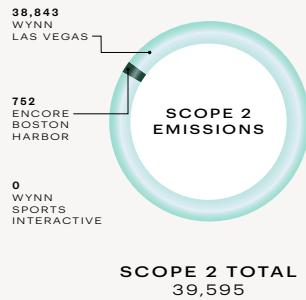
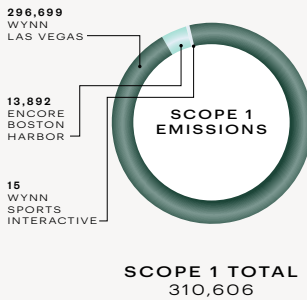
2020



2021



2022



Water

CONSUMPTIVE WATER MANAGEMENT

Wynn properties monitor and minimize water usage with the overarching goal of reducing consumptive water use. Our mitigation programs include:

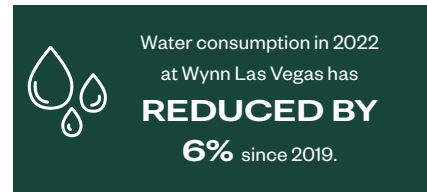
- 
CONTROLLING AND REPAIRING LEAKS
- 
INVESTING IN SMART TECHNOLOGIES
- 
PRIORITIZING WATER-EFFICIENCY EQUIPMENT AND APPLIANCES
- 
ALIGNING PRACTICES AMONG OUR RESORTS
- 
METERING WATER USE ON A FUNCTIONAL BASIS



We are committed to smart and drought-tolerant landscaping to reduce water use on property. We collect soil moisture measurements daily using a digital moisture meter, which feeds into a smart meteorological system that then disperses minimal water based on precipitation, temperature, and other specific weather conditions. Water evaporation and runoff are minimized through precise drip outdoor irrigation systems. We consistently seek new opportunities to use water more efficiently and report our water consumption annually.

OUR APPROACH TO WATER CONSERVATION

We approach the risks of climate change in two ways: adapt to the challenges present today and mitigate adverse effects for the future. We apply this approach to water conservation at all our resorts. We also collaborate on water conservation goals with local authorities, municipalities, and other engaged stakeholders. From these engagements in 2022, Wynn Las Vegas has taken additional steps to contribute to water retention within the southern Nevada water basin by expanding technologies and methods to reduce consumptive water use in our operations.



NON-CONSUMPTIVE WATER DISCHARGE

To support our goal of increasing clean water kept within the southern Nevada and Massachusetts water systems, Wynn keeps hazardous materials and excessive chemicals from wastewater discharged to

sewage. Wynn Las Vegas collects yellow grease on-site, which is then sent off-site to be recycled into biodiesel. Brown grease is also collected on-site and treated off-site as a hazardous material. At Encore Boston Harbor, used cooking oil is collected for recycling into renewable heating oil. Chemical-

free cleaning products are used facility-wide, reducing the amount of chemicals in water discharge.



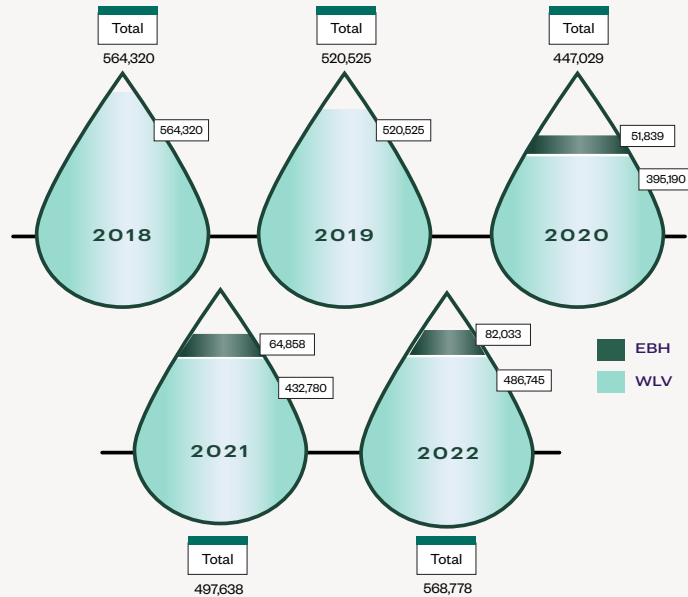
Water

BOSTON HARBOR FLOOD RESILIENCE

Encore Boston Harbor was designed to strengthen the location’s environmental resilience to flooding. Encore Boston Harbor was built along the bank of the Mystic River with structures designed to withstand risks from 100-year floods. Regional flood risk is monitored using Federal Emergency Management Agency’s (FEMA) published Flood Insurance Rates. In designing the surrounding landscape of the resort, coastal lawn areas were created where water can be directed during flooding events. This provides a buffer against flooding to roadways, resort facilities, and neighboring buildings. Encore Boston Harbor also captures and stores rainwater using a 106,000-gallon rainwater collection system. This system allows landscaping and horticulture operations to consume less municipal water.

WYNN NORTH AMERICA WATER CONSUMPTION

(Gallons x 1,000)



REGIONAL WATER STRESS EVALUATION

The availability of water as a resource varies among the regions of our resort operations. We assess water risk using the World Resources Institute Water Stress Map to follow disclosure guidance. The World Resources Institute’s Aqeduct tool considers

all relevant aspects, such as quantity, quality, and accessibility of water. 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.



106,000 GALLONS
(401,253.649 liters) of water storage in the rainwater capture tank at Encore Boston Harbor.

Waste

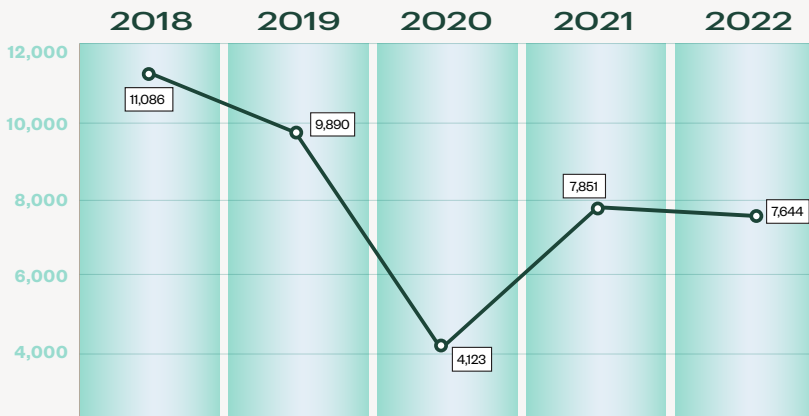
2022 WYNN NORTH AMERICA WASTE & DIVERSION

(Tons)

		ENCORE BOSTON HARBOR	WYNN LAS VEGAS
TOTAL WASTE WEIGHT		3,739.81	25,160.37
RATE OF DIVERSION FROM LANDFILL		90%	35%
TOTAL DIVERTED		355.98	8,870.08
TOTAL HAZARDOUS DIVERTED	RECYCLE	0	1,303.02
	REUSE	0	0
	OTHER	0	0
TOTAL NON-HAZARDOUS DIVERTED	RECYCLE	355.98	3,502.31
	REUSE	0	1.95
	COMPOST	0	4,062.80
	DONATE	0	0
TOTAL DISPOSED		3,383.83	16,290.29
TOTAL HAZARDOUS DISPOSED	INCINERATION	0	0
	LANDFILL	0	0
	ENERGY RECOVERY	0	0
TOTAL NON-HAZARDOUS DISPOSED	INCINERATION	0	0
	LANDFILL	361.5	16,290.29
	ENERGY RECOVERY	3,022.33	0

SOAP RECYCLED BY WYNN RESORTS IN NORTH AMERICA IN PARTNERSHIP WITH CLEAN THE WORLD

(Pounds)



SORTING RESPONSIBILITY FOR OUR GUESTS

Wynn goes above and beyond to proactively address the needs of all guests at our resorts; this includes responsibly handling waste on their behalf. Instead of burdening guests with responsibility to sort recyclables from waste in labeled bins throughout their stay, which is common in other commercial and residential recycling program structures, Wynn uses a single-stream recycling structure at our resorts. Our employees and partners are trained to sort recycling, compost, and reusables from landfill material, which maximizes the quantity and quality of recovered material.

WASTE MANAGEMENT AT OUR RESORTS

Our waste-management programs are facilitated internally by the Stewarding and Public Areas teams, who collect waste and direct materials to be sorted on-site by our trained waste-management partners. In Las Vegas, trained waste managers from RENUoil of America oversee the various waste streams sent to compost, recycling, reclamation, or landfill. The largest-scale and most sensitive waste materials on-site are kept from the landfill through partnerships that reuse, refurbish, repurpose, compost, or prepare materials to be recycled. By partnering with waste-management experts and trained recyclers, Wynn achieves higher diversion rates than using traditional guest-facing recycling bins.

Waste

DEPARTMENTS' SPOTLIGHT ON RECYCLING

Wynn develops programs that target the most impactful materials and expand access to specialty recycling and composting facilities at a property and project scale. Department leaders across the Company educate their teams on special recycling efforts, communicate waste-reduction goals, and report quantitative metrics from their activities to the Sustainability team.

ELECTRONIC WASTE RECYCLING

In 2022, the Wynn IT team oversaw a large technology upgrade across business functions, which provided the opportunity to responsibly manage expired electronic material. With support from a specialty electronic material recycler, Wynn employees kept more than 34,000 lbs of electronic waste from the landfill.

ZERO-WASTE MEETINGS AND CONVENTIONS

Many groups that host meetings at Wynn Las Vegas also promote sustainability values within their own operations. To support these shared values, Wynn's Hotel Sales and Banquet teams provide meetings and convention clients with event waste-management services that



keep up to 90 percent of event waste from the landfill. This also includes the programs that benefit the community through food donation and hot meal recovery to local food banks and charitable organizations. In 2022, Wynn Las Vegas facilitated several successful events that provided meetings and events clients with high waste diversion rates.

ENCORE BOSTON HARBOR

Encore Boston Harbor achieved landfill diversion of 90 percent or higher over the last three years through our comprehensive waste-management program, which utilizes local infrastructure to employ recycling, composting, and incineration as alternatives to landfill.



Green Certifications and Environmental Awards

WYNN RESORTS GREEN BUILDING AWARDS



Encore Boston Harbor was awarded **LEED PLATINUM** certification for New Building Design and Construction in 2019.



Green Building Initiative awarded the **FOUR GREEN GLOBE** Distinction to Wynn Las Vegas in 2018.



Green Building Initiative awarded the **THREE GREEN GLOBE** Distinction to Wynn Las Vegas Convention Expansion in 2019.

WYNN'S GREEN BUILDINGS

Wynn is committed to designing and building our resorts to the utmost levels of climate resiliency. Our strategy includes designing and building resorts that are high-performance developments integrating the latest technologies and practices of energy efficiency.

Our design and build strategy include the following passive design features:

- Design features to reduce thermal bridges and minimize heat transfer.
- Building insulation that targets specific R-values for walls, roofs and soffits.
- High-reflective roof materials that reduce cooling needs and urban heat island effects.
- High-efficiency glazing to reduce heat loss and air leakage.
- External shading systems and window treatments to enable solar control, allowing for daylight maximization and passive solar heating or cooling.
- Transition spaces such as lobbies, corridors, and circulation spaces that utilize expanded temperature set-points and comfort criteria to save energy.
- Program spaces and furniture are optimally arranged to promote passive heating and cooling.

Wynn incorporates the following active design features into its resorts:

- Heating and cooling systems that integrate active controls to allow for systems to be shut down during times of low or no usage requirements.
- LED lighting designed to exceed industry standards.
- Submetering energy for large areas to monitor system performance and operational efficiency.
- Automated building management systems that monitor performance, efficiency, and optimization of on-site central plant, HVAC and several other sophisticated systems.
- Electric vehicle charging stations for guest use, which promote decarbonized transportation to and from our resorts.

Green Certifications and Environmental Awards

WYNN RESORTS ENVIRONMENTAL AWARDS

- Wynn Resorts was recognized by *Travel + Leisure* with the 2022 Global Vision Award. The award spotlights international companies, individuals, destinations, and organizations taking strides to develop more sustainable and responsible travel products, practices, and experiences.
- 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.
- Boston Harbor Now awarded Encore Boston Harbor with the 2019 Onboard Award.
- The Mystic River Watershed Association awarded Encore Boston Harbor with the 2019 Mystic Champion Award.
- In a 2019 Solar Energy Industries Association Report, Wynn Las Vegas ranked ninth in the U.S. for largest corporate solar installations.
- *Prevue Meetings & Incentives* awarded the 2018 Silver Prevue Visionary Award for Best Sustainable/Green Meetings Experience to Wynn Las Vegas.
- Wynn Las Vegas has been a member of the U.S. Environmental Protection Agency's Green Power Partnership since 2018.
- U.S. Environmental Protection Agency awarded the 2018 Environmental Merit Award to Encore Boston Harbor.
- Encore Boston Harbor received the Massachusetts Clean Energy Center's Advancing Commonwealth Energy Storage (ACES) Grant in 2018.



Environmental Engagement

EMPLOYEE STEWARDSHIP THROUGH VOLUNTEERISM

Wynn employees engage with environmental stewardship through company-planned volunteer events. At Wynn Las Vegas, employees contribute to park cleanups with Get Outdoors Nevada and the Clark County Wetlands Park. Encore Boston Harbor employees volunteer with the Mystic River Watershed Association's herring counting 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.

CULTURAL HERITAGE SITES

Wynn Resorts fosters an inclusive culture that respects diversity represented among employees, guests, and communities. Respect is central to cultural exchange in our business activities, including traditional livelihoods, indigenous peoples, and cultural heritage sites. We always treat our employees, guests, and communities with the utmost respect, and by doing so set an example of socially appropriate and environmentally friendly behavior. Our business activities do not engage with UNESCO or World Monuments Fund cultural heritage sites.



Environmental Engagement



In 2022 we launched Wynn Living Well—a program that offers sustainably minded guests curated health and wellness experiences at Wynn Las Vegas. Whether our guests look to fully relax on vacation or maintain a healthy and responsible lifestyle, the Wynn Living Well program offers three health and wellness pillars:

RENEW:

Combining traditional and innovative treatments, the Renew pillar promotes relaxation on the deepest level for a total body reboot. Guests derive further restoration from retreat-inspired accommodations intended to give travelers a sense of escapism.

REPLENISH:

The Replenish pillar provides guests with sustained nourishment to support physical, mental, and spiritual wellness. Choices for replenishment include hydration and vitamin IV drip therapies from the leader in functional wellness. The resort's renowned chefs created special Wynn Living Well menus to highlight nutritious culinary offerings. In addition, Wynn's acclaimed mixologist, Mariena Mercer Boarini, created the "Drinking Well" program, offering guests non-alcoholic beverages throughout the resort.

RE-ENERGIZE:

Wynn Living Well's Re-Energize pillar features a full menu of fitness offerings for everyone. Wynn's Fitness Center recently completed a refresh that features state-of-the-art equipment. Guests also partake in in-room workout videos or book a one-on-one treatment session with a TB12 Body Coach.



Reporting Indexes

GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																		
2-1	Organizational details	Wynn Resorts, Limited Wynn Resorts, Limited Headquarters is located at: 3131 Las Vegas Boulevard South Las Vegas, Nevada 89109 United States of America Wynn Resorts 2022 ESG Report: Who We Are, p. 7 ;																		
2-2	Entities included in the organization's sustainability reporting	Wynn Resorts 2022 ESG Report: About this Report, p. 6 ; Wynn Resorts 10-K : Note 19 – Segment Information, p. 98;																		
2-3	Reporting period, frequency and contact point	Wynn Resorts 2022 ESG Report: About This Report, p. 6 ;																		
2-4	Restatements of information	To demonstrate the reporting principle of timeliness, awards received during the report construction were included in the 2021 ESG Report, despite being announced outside the reporting period. The following awards were received in 2022 and mentioned in the previous ESG Report: <ul style="list-style-type: none"> Wynn Resorts was named to <i>Forbes</i> 2022 list of Best Employers for Diversity. Wynn Resorts was recognized on <i>Fortune</i> magazine's inaugural Modern Board 25 list, which highlights the top 25 most innovative boards directors among S&P 500 companies. Wynn Resorts has been recognized by <i>Travel + Leisure</i> as a Global Vision 2022 Award Winner. 																		
2-6	Activities, value chain and other business relationships	Wynn Resorts 2022 ESG Report: Who We Are, p. 7 ; Wynn Resorts 10-K : Item 1 - Business, p. 4; Market and Competition, p. 7; Future Development Projects In January 2022, Wynn Resorts, along with Al Marjan Island and RAK Hospitality, announced plans for the development and management of a destination integrated resort property on Island 3, Al Marjan Island in the Emirate of Ras al Khaimah, United Arab Emirates. The project is anticipated to be completed and open to the public in 2026, featuring a 1,000+-room hotel, a high-end shopping mall, a state-of-the-art meeting and convention facility, an exclusive spa, more than 10 restaurants and lounges, a wide array of entertainment choices, a gaming area (subject to regulatory approval), and other amenities. The planned integrated resort will leverage Wynn Resorts' expertise in developing and operating luxury hospitality destinations and is expected to create substantial value to the local economy by accelerating tourism, creating jobs, and contributing to the growth of related sectors.																		
2-7	Employees	<table border="1"> <thead> <tr> <th colspan="3">2022 Wynn North America Employee Contracts</th> </tr> <tr> <th>Employee Contract</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Full-Time</td> <td>5,629</td> <td>4,575</td> </tr> <tr> <td>Part-Time</td> <td>2,407</td> <td>2,389</td> </tr> <tr> <td>Permanent</td> <td>8,036</td> <td>6,964</td> </tr> <tr> <td>Temporary</td> <td>328</td> <td>202</td> </tr> </tbody> </table>	2022 Wynn North America Employee Contracts			Employee Contract	Male	Female	Full-Time	5,629	4,575	Part-Time	2,407	2,389	Permanent	8,036	6,964	Temporary	328	202
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2-9	Governance structure and composition	Wynn Resorts Proxy Statement : Governance, p. 3; Wynn Resorts 2022 ESG Report: Board Role in ESG Risk Oversight, p. 23 ;																		

GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
2-10	Nomination and selection of the highest governance body	Wynn Resorts 2022 ESG Report: Governance Philosophies Around ESG, p. 22 ;
2-11	Chair of the highest governance body	Wynn Resorts 2022 ESG Report: Governance Philosophies Around ESG, p. 22 ;
2-14	Role of the highest governance body in sustainability reporting	Wynn Resorts 2022 ESG Report: Board Role in ESG Risk Oversight, p. 23 ; The Wynn Resorts 2022 ESG Report has been reviewed by the CEO.
2-15	Conflicts of interest	Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts Proxy Statement : Nominating and Corporate Governance Committee, p. 16;
2-16	Communication of critical concerns	Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts Proxy Statement : Nominating and Corporate Governance Committee, p. 16; Wynn Resorts 2022 ESG Report: Board Role in ESG Risk Oversight, p. 23 ;
2-18	Evaluation of the performance of the highest governance body	Wynn Resorts 2022 ESG Report: Board Role in ESG Risk Oversight, p. 23 ; Wynn Resorts Proxy Statement : Compensation Committee, p. 15;
2-19	Remuneration policies	Wynn Resorts Proxy Statement : How We Are Paid, p. 19; 2022 Annual Incentive Payout, p. 35;
2-20	Process to determine remuneration	Wynn Resorts Proxy Statement : Compensation Committee, p. 15; How We Are Paid, p. 19; Shareholder Engagement & Response to 2022 Say-on-Pay Vote, p. 25;
2-21	Annual total compensation ratio	Wynn Resorts Proxy Statement : Pay Ratio Disclosure, p. 54;
2-22	Statement on sustainable development strategy	Wynn Resorts 2022 ESG Report: Message from Craig S. Billings, CEO, p. 5 ;
2-23	Policy commitments	Wynn Resorts 10-K : Our Strategy, p. 4; Wynn Resorts 2022 ESG Report: Human Rights, p. 24 ; Wynn Resorts Code of Business Conduct and Ethics
2-26	Mechanisms for seeking advice and raising concerns	Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts 2022 ESG Report: Facilitation of Non-Compliance Reporting and Whistleblower Protections, p. 28 ; Code of Business Conduct and Ethics , p. 25 ;

GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
2-28	Membership associations	Wynn Resorts was a member of the following organizations in 2022: <ul style="list-style-type: none"> • Nevada Resort Association • International Center for Responsible Gaming • Nevada Council on Problem Gaming • American Gaming Association • Latin Chamber of Commerce • Gay and Lesbian Chamber of Commerce • US/China Business Council • PCAOB • FASB
2-30	Collective bargaining agreements	In 2022, 51 percent of Wynn employees in North America were covered by collective bargaining agreements.
201-1	Direct economic value generated and distributed	Wynn Resorts 10-K : Item 8 - Financial Statements and Supplementary Data, p. 55;
201-3	Defined benefit plan obligations and other retirement plans	Wynn Resorts 10-K : Note 10 - Benefit Plans, p. 81;
203-1	Infrastructure investments and services supported	Wynn Resorts 10-K : Note 10 - Benefit Plans, p. 81; Wynn Resorts 2022 ESG Report: Giving Season 2022, p. 45 ; Employee Volunteerism, p. 47 ; Wynn Employee Foundation Community Grants and Donations, p. 49 ; Community Programs, p. 51 ;
205-2	Communication and training about anti-corruption policies and procedures	Wynn Resorts 2022 ESG Report: Anti-Money Laundering, p. 27 ; Code of Business Conduct and Ethics, p. 25 ; Employee Training, p. 39 ; 99 percent of Wynn employees in North America completed annual compliance training by the close of 2022. Employees who are out sick or on personal leave are required to complete compliance training upon return to work; cases such as this account for the reason for our metric presented.
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Wynn Resorts 10-K : Note 17 - Commitments and Contingencies, p. 95;

GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
207-1	Approach to tax	<p>Approach to Tax The tax strategy conforms with the Group's Code of Business Conduct and Ethics. We seek to identify, evaluate, monitor and manage tax risks to ensure that we comply in full with our legal obligations. We are committed to compliance with tax laws and practices. We continuously monitor changes to tax legislation, ensuring that we take advice where appropriate from professional advisers.</p>
207-2	Tax governance, control, and risk management	<p>As our business grows and expands, risks may arise with respect to the application of tax laws that are complex and uncertain at times. While we do not have prescriptive levels of tax risk, we routinely seek professional advice where the application of tax law to a material transaction or a given situation is reasonably unclear or uncertain. We assess tax laws to support the commercial and investment objectives of our business. We assess the tax treatment of material transactions and new business developments. Where more than one legal option is available, the most tax efficient method may be pursued. When appropriate to our business, we will seek to apply tax incentives and exemptions in the manner in which they are intended.</p> <p>In 2022, Wynn Resorts paid approximately \$554 million in taxes and government fees in the United States.</p> <p>We assess tax laws to support the commercial and investment objectives of our business. We assess the tax treatment of material transactions and new business developments. Where more than one legal option is available, the most tax efficient method may be pursued. When appropriate to our business, we will seek to apply tax incentives and exemptions in the manner in which they are intended.</p> <p>Wynn Resorts' Code of Business Conduct and Ethics details procedures for reporting violations anonymously. These reporting channels are intended to be used to report all types of unethical or illegal activity, including but not limited to, violations of accounting, auditing or securities laws, any form of harassment or discrimination and any misconduct by employees or guests.</p> <p>Our accounting firms' opinions on financial statements and controls, our tax disclosures, and additional tax detail can be found in the following areas in our financial reports: Wynn Resorts 10-K; Report of Independent Registered Public Accounting Firm, p. 58-60; Note 13 - Income Taxes, p. 91;</p> <p>We engage with the tax authorities in a cooperative and compliant manner. The Company has participated in the IRS Compliance Assurance Program ("CAP") for the 2012 through 2022 tax years and will continue to participate in the IRS CAP for the 2023 tax year. To minimize tax risk and maintain transparency, we aim to provide information and disclose tax matters in a timely manner. We seek to resolve any differences by providing each tax authority with all required information to understand our business and through constructive discussion.</p>
207-3	Stakeholder engagement and management of concerns related to tax	<p>In 2022, Wynn Resorts paid approximately \$554 million in taxes and government fees in the United States.</p> <p>We assess tax laws to support the commercial and investment objectives of our business. We assess the tax treatment of material transactions and new business developments. Where more than one legal option is available, the most tax efficient method may be pursued. When appropriate to our business, we will seek to apply tax incentives and exemptions in the manner in which they are intended.</p> <p>Wynn Resorts' Code of Business Conduct and Ethics details procedures for reporting violations anonymously. These reporting channels are intended to be used to report all types of unethical or illegal activity, including but not limited to, violations of accounting, auditing or securities laws, any form of harassment or discrimination and any misconduct by employees or guests.</p> <p>Our accounting firms' opinions on financial statements and controls, our tax disclosures, and additional tax detail can be found in the following areas in our financial reports: Wynn Resorts 10-K; Report of Independent Registered Public Accounting Firm, p. 58-60; Note 13 - Income Taxes, p. 91;</p> <p>We engage with the tax authorities in a cooperative and compliant manner. The Company has participated in the IRS Compliance Assurance Program ("CAP") for the 2012 through 2022 tax years and will continue to participate in the IRS CAP for the 2023 tax year. To minimize tax risk and maintain transparency, we aim to provide information and disclose tax matters in a timely manner. We seek to resolve any differences by providing each tax authority with all required information to understand our business and through constructive discussion.</p>
207-4	Country-by-country reporting	

GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																																																							
302-1	Energy consumption within the organization	<p>Wynn Resorts 2022 ESG Report: Fuel and Electricity, p. 59;</p> <table border="1"> <thead> <tr> <th colspan="7">Wynn North America Power Consumption by Energy Type</th> </tr> <tr> <th rowspan="2">Year</th> <th colspan="2">Non-renewable</th> <th colspan="2">Renewable</th> <th colspan="2">Total Consumption</th> </tr> <tr> <th>MWh</th> <th>Gigajoules</th> <th>MWh</th> <th>Gigajoules</th> <th>MWh</th> <th>Gigajoules</th> </tr> </thead> <tbody> <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>148,729</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>163,951</td> <td>590,225</td> <td>24,172</td> <td>87,020</td> <td>188,123</td> <td>677,245</td> </tr> <tr> <td>2021 ⁽²⁾⁽³⁾</td> <td>179,111</td> <td>644,799</td> <td>27,485</td> <td>98,947</td> <td>206,596</td> <td>743,746</td> </tr> <tr> <td>2022 ⁽³⁾⁽⁴⁾</td> <td>97,061</td> <td>349,419</td> <td>124,250</td> <td>447,301</td> <td>221,311</td> <td>796,720</td> </tr> </tbody> </table> <p>(1) North America totals include Encore Boston Harbor beginning in 2020. (2) The Wynn Solar Facility took an unscheduled maintenance outage in 2020 and 2021, resulting in decreased annual output. (3) Encore Boston Harbor's total renewables in 2021 and 2022 include a mix of physically owned renewable generation, REC purchases, including green-e Certified RECs that offset a portion of electricity consumed. (4) Our approach to calculating the percentage of electricity consumption from renewables at Wynn Las Vegas adjusted in 2022 to include our retired RECs for state Renewable Portfolio Standard compliance and through our integration of nZero's carbon management intelligence software that allows us to increase the level of transparency in our real-time, market-based clean power procurement strategies.</p>	Wynn North America Power Consumption by Energy Type							Year	Non-renewable		Renewable		Total Consumption		MWh	Gigajoules	MWh	Gigajoules	MWh	Gigajoules	2018	155,918	561,305	21,189	76,281	177,107	637,586	2019	148,729	535,423	28,554	102,795	177,283	638,218	2020 ⁽¹⁾⁽²⁾	163,951	590,225	24,172	87,020	188,123	677,245	2021 ⁽²⁾⁽³⁾	179,111	644,799	27,485	98,947	206,596	743,746	2022 ⁽³⁾⁽⁴⁾	97,061	349,419	124,250	447,301	221,311	796,720
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303-1	Interactions with water as a shared resource	<p>Wynn Resorts 2022 ESG Report: Water, p. 63;</p> <p>Wynn North America Regional Water Risk Assessment 2022: Everett: (Low - Medium) Overall Water Risk. (Medium - High) Riverline Flood Risk Stress. Las Vegas: (Low) Overall Water Risk. (Medium - High) Interannual Variability. Source: World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas</p>																																																							
303-5	Water consumption	<p>Wynn Resorts 2022 ESG Report: Water, p. 63;</p> <table border="1"> <thead> <tr> <th colspan="5">Wynn North America Water Consumption (Gallons x 1,000)</th> </tr> <tr> <th>Year</th> <th>Wynn Las Vegas</th> <th>Encore Boston Harbor</th> <th>North American Total</th> <th>Water Consumption in Areas of High Stress</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>564,320</td> <td>0</td> <td>564,320</td> <td>0</td> </tr> <tr> <td>2019</td> <td>520,525</td> <td>0</td> <td>520,525</td> <td>0</td> </tr> <tr> <td>2020</td> <td>395,190</td> <td>51,839</td> <td>447,029</td> <td>0</td> </tr> <tr> <td>2021</td> <td>432,780</td> <td>64,858</td> <td>497,638</td> <td>0</td> </tr> <tr> <td>2022</td> <td>486,745</td> <td>82,033</td> <td>568,778</td> <td>0</td> </tr> </tbody> </table>	Wynn North America Water Consumption (Gallons x 1,000)					Year	Wynn Las Vegas	Encore Boston Harbor	North American Total	Water Consumption in Areas of High Stress	2018	564,320	0	564,320	0	2019	520,525	0	520,525	0	2020	395,190	51,839	447,029	0	2021	432,780	64,858	497,638	0	2022	486,745	82,033	568,778	0																				
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305-1	Direct (Scope 1) GHG emissions	Wynn Resorts 2022 ESG Report: Emissions, p. 61 : We use the Environmental Protection Agency's 2023 Emission Factors for Greenhouse Gas Inventories. The calculation methodology uses 100-year GWP from the Intergovernmental Panel on Climate Change's Fourth Assessment Report.																																																																					
305-2	Energy indirect (Scope 2) GHG emissions	<p>Wynn Resorts uses the Environmental Protection Agency's definition of Scope 1 Emissions: Direct emissions from sources owned or controlled by the Agency.</p> <p>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.</p> <table border="1"> <thead> <tr> <th colspan="10">Wynn North America Carbon Dioxide Emissions (Metric Tons CO2)</th> </tr> <tr> <th rowspan="2">Property</th> <th colspan="3">Scope 1 Emissions</th> <th colspan="3">Scope 2 Emissions</th> <th colspan="3">Total Emissions</th> </tr> <tr> <th>2020</th> <th>2021</th> <th>2022</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Wynn Las Vegas</td> <td>151,151</td> <td>327,709</td> <td>296,699</td> <td>66,621</td> <td>67,632</td> <td>38,843</td> <td>217,772</td> <td>395,341</td> <td>335,542</td> </tr> <tr> <td>Encore Boston Harbor</td> <td>3,894</td> <td>13,824</td> <td>13,892</td> <td>2,951</td> <td>0</td> <td>752</td> <td>6,845</td> <td>13,824</td> <td>14,644</td> </tr> <tr> <td>Wynn Sports Interactive</td> <td>0</td> <td>19</td> <td>15</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>19</td> <td>15</td> </tr> <tr> <td>North America Total</td> <td>155,045</td> <td>341,552</td> <td>310,606</td> <td>69,572</td> <td>67,632</td> <td>39,595</td> <td>224,617</td> <td>409,184</td> <td>350,201</td> </tr> </tbody> </table>	Wynn North America Carbon Dioxide Emissions (Metric Tons CO2)										Property	Scope 1 Emissions			Scope 2 Emissions			Total Emissions			2020	2021	2022	2020	2021	2022	2020	2021	2022	Wynn Las Vegas	151,151	327,709	296,699	66,621	67,632	38,843	217,772	395,341	335,542	Encore Boston Harbor	3,894	13,824	13,892	2,951	0	752	6,845	13,824	14,644	Wynn Sports Interactive	0	19	15	0	0	0	0	19	15	North America Total	155,045	341,552	310,606	69,572	67,632	39,595	224,617	409,184	350,201
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305-4	GHG emissions intensity	<p>Wynn Resorts 2022 ESG Report: Emissions, p. 61: Our CO2 Emissions Intensity Ratio includes Scope 1 and 2 Emissions and is calculated using operation area as a denominator.</p> <table border="1"> <thead> <tr> <th colspan="3">2022 Wynn North America Carbon Dioxide Emissions Intensity</th> </tr> <tr> <th>Property</th> <th>Emissions Intensity Ratio</th> <th>Organization-Specific Denominator</th> </tr> </thead> <tbody> <tr> <td>Wynn Las Vegas</td> <td>0.019</td> <td>17,725,219 sqft</td> </tr> <tr> <td>Encore Boston Harbor</td> <td>0.005</td> <td>3,112,153 sqft</td> </tr> </tbody> </table>	2022 Wynn North America Carbon Dioxide Emissions Intensity			Property	Emissions Intensity Ratio	Organization-Specific Denominator	Wynn Las Vegas	0.019	17,725,219 sqft	Encore Boston Harbor	0.005	3,112,153 sqft																																																									
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306-2	Management of significant waste-related impacts	Wynn Resorts 2022 ESG Report: Waste, p. 65 ;																																																																							
306-3	Waste generated	<table border="1"> <thead> <tr> <th colspan="3">2022 Wynn North America Waste and Diversion (Tons)</th> </tr> <tr> <th>Total Waste Weight</th> <th>Encore Boston Harbor</th> <th>Wynn Las Vegas</th> </tr> </thead> <tbody> <tr> <td>Rate of Diversion From Landfill</td> <td>3,739.81</td> <td>25,160.37</td> </tr> <tr> <td>Total Diverted</td> <td>90%</td> <td>35%</td> </tr> <tr> <td rowspan="3">Total Hazardous Diverted</td> <td>Recycle</td> <td>355.98</td> <td>8,870.08</td> </tr> <tr> <td>Reuse</td> <td>0</td> <td>1,303.02</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>355.98</td> <td>3,502.31</td> </tr> <tr> <td>Reuse</td> <td>0</td> <td>195</td> </tr> <tr> <td>Compost</td> <td>0</td> <td>4,062.80</td> </tr> <tr> <td>Donate</td> <td>0</td> <td>0</td> </tr> <tr> <td colspan="2">Total Disposed</td> <td>3,383.83</td> <td>16,290.29</td> </tr> <tr> <td rowspan="3">Total Non-Hazardous Diverted</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>0</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>361.5</td> <td>16,290.29</td> </tr> <tr> <td>Energy Recovery</td> <td>3,022.33</td> <td>0</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="2">Soap Recycled by Wynn Resorts in North America in partnership with Clean the World (lbs)</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>11,086</td> </tr> <tr> <td>2019</td> <td>9,890</td> </tr> <tr> <td>2020</td> <td>4,123</td> </tr> <tr> <td>2021</td> <td>7,851</td> </tr> <tr> <td>2022</td> <td>7,644</td> </tr> </tbody> </table>	2022 Wynn North America Waste and Diversion (Tons)			Total Waste Weight	Encore Boston Harbor	Wynn Las Vegas	Rate of Diversion From Landfill	3,739.81	25,160.37	Total Diverted	90%	35%	Total Hazardous Diverted	Recycle	355.98	8,870.08	Reuse	0	1,303.02	Other	0	0	Total Non-Hazardous Diverted	Recycle	355.98	3,502.31	Reuse	0	195	Compost	0	4,062.80	Donate	0	0	Total Disposed		3,383.83	16,290.29	Total Non-Hazardous Diverted	Incineration	0	0	Landfill	0	0	Energy Recovery	0	0	Total Non-Hazardous Disposed	Incineration	0	0	Landfill	361.5	16,290.29	Energy Recovery	3,022.33	0	Soap Recycled by Wynn Resorts in North America in partnership with Clean the World (lbs)		2018	11,086	2019	9,890	2020	4,123	2021	7,851	2022	7,644
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401-1	New employee hires and employee turnover	Wynn Resorts 2022 ESG Report: Wynn North America Workforce Highlights, p. 33 ;																																																																							
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Wynn Resorts 2022 ESG Report: Employee Benefits, p. 37 ;																																																																							

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403-1	Occupational health and safety management system	<p>Workplace Safety Program</p> <p>Wynn has established a Workplace Safety Program that manages the safety and health of all employees and guests at our North American properties. This program includes extensive mandatory employee safety training, hazard identification and control, accident reporting and corrective action, accident prevention strategies, and employee committee programs to educate on safe workplace practices. This program meets or exceeds the values and practices included in the ISO45001 standard. (The ISO45001 standard has replaced the recently withdrawn BS OHSAS 18001 standard.) Utilizing safety education and accountability, our goal is to consistently improve human safety, reduce property losses, and maintain a stellar reputation with our stakeholders.</p> <p>To uphold employee and guest safety, Wynn Resorts commits to:</p> <ul style="list-style-type: none"> • Provide a workplace free from unsafe conditions and recognized hazards. • Comply with the federal and state Occupational Safety and Health Standards and Regulations, state and local ordinances, and manufacturer guidelines. • Administer and enforce occupational safety and 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. 																																																				
403-9	Work-related injuries	<table border="1"> <thead> <tr> <th colspan="4">Wynn Las Vegas OSHA Employee Work-Related Injury</th> </tr> <tr> <th>Work-Related Injury</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Recordable injuries not resulting in restrictions or lost time</td> <td>46</td> <td>96</td> <td>68</td> </tr> <tr> <td>Recordable injuries resulting in restricted work or transfer to another job</td> <td>33</td> <td>80</td> <td>125</td> </tr> <tr> <td>Recordable injuries resulting in lost time</td> <td>85</td> <td>133</td> <td>139</td> </tr> <tr> <td>Total number of deaths</td> <td>0</td> <td>2</td> <td>0</td> </tr> <tr> <td>Total OSHA recordable injuries</td> <td>164</td> <td>311</td> <td>332</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="4">Encore Boston Harbor OSHA Employee Work-Related Injury</th> </tr> <tr> <th>Work-Related Injury</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Recordable injuries not resulting in restrictions or lost time</td> <td>10</td> <td>3</td> <td>7</td> </tr> <tr> <td>Recordable injuries resulting in restricted work or transfer to another job</td> <td>1</td> <td>0</td> <td>0</td> </tr> <tr> <td>Recordable injuries resulting in lost time</td> <td>42</td> <td>46</td> <td>56</td> </tr> <tr> <td>Total OSHA recordable injuries</td> <td>53</td> <td>49</td> <td>56</td> </tr> </tbody> </table>	Wynn Las Vegas OSHA Employee Work-Related Injury				Work-Related Injury	2020	2021	2022	Recordable injuries not resulting in restrictions or lost time	46	96	68	Recordable injuries resulting in restricted work or transfer to another job	33	80	125	Recordable injuries resulting in lost time	85	133	139	Total number of deaths	0	2	0	Total OSHA recordable injuries	164	311	332	Encore Boston Harbor OSHA Employee Work-Related Injury				Work-Related Injury	2020	2021	2022	Recordable injuries not resulting in restrictions or lost time	10	3	7	Recordable injuries resulting in restricted work or transfer to another job	1	0	0	Recordable injuries resulting in lost time	42	46	56	Total OSHA recordable injuries	53	49	56
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404-1	Average hours of training per year per employee	Wynn Resorts 2022 ESG Report: Employee Training, p. 39 ; Workforce Development, p. 41 ; Wynn employees in North America received a total of 85,180+ hours of training in 2022.																																																				
404-2	Programs for upgrading employee skills and transition assistance programs	Wynn Resorts 2022 ESG Report: Diversity and Inclusion, p. 34 ; Employee Benefits, p. 37 ; Employee Training, p. 39 ; Workforce Development, p. 41 ; Human Trafficking Prevention Policy, p. 26 ;																																																				

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405-1	Diversity of governance bodies and employees	<p>Wynn Resorts 2022 ESG Report: Diversity and Inclusion, p. 34;</p> <table border="1" data-bbox="639 509 1382 731"> <thead> <tr> <th colspan="3">2022 Wynn North America Gender at Levels of Leadership</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Leadership</td> <td>Male</td> <td>63%</td> </tr> <tr> <td>Female</td> <td>37%</td> </tr> <tr> <td rowspan="2">Manager</td> <td>Male</td> <td>56%</td> </tr> <tr> <td>Female</td> <td>44%</td> </tr> <tr> <td rowspan="2">Line Level</td> <td>Male</td> <td>53%</td> </tr> <tr> <td>Female</td> <td>47%</td> </tr> </tbody> </table> <table border="1" data-bbox="639 754 1382 880"> <thead> <tr> <th colspan="2">2022 Wynn North America Employee Age Distribution</th> </tr> </thead> <tbody> <tr> <td>Under 30</td> <td>18%</td> </tr> <tr> <td>30-50</td> <td>50%</td> </tr> <tr> <td>Over 50</td> <td>32%</td> </tr> </tbody> </table> <table border="1" data-bbox="639 917 1382 1738"> <thead> <tr> <th colspan="3">2022 Wynn North America Ethnic Diversity at Levels of Leadership</th> </tr> <tr> <th></th> <th>Ethnicity</th> <th>Percentage of Employees in Tier</th> </tr> </thead> <tbody> <tr> <td rowspan="8">Leadership</td> <td>2 or More</td> <td>4.0%</td> </tr> <tr> <td>American Indian</td> <td>0.5%</td> </tr> <tr> <td>Asian</td> <td>14.0%</td> </tr> <tr> <td>Black</td> <td>4.5%</td> </tr> <tr> <td>Hawaiian</td> <td>1.0%</td> </tr> <tr> <td>Hispanic</td> <td>6.0%</td> </tr> <tr> <td>White</td> <td>69.0%</td> </tr> <tr> <td>Other/declined</td> <td>1.0%</td> </tr> <tr> <td rowspan="8">Manager</td> <td>2 or More</td> <td>4.0%</td> </tr> <tr> <td>American Indian</td> <td>0.5%</td> </tr> <tr> <td>Asian</td> <td>21.0%</td> </tr> <tr> <td>Black</td> <td>7.0%</td> </tr> <tr> <td>Hawaiian</td> <td>1.5%</td> </tr> <tr> <td>Hispanic</td> <td>22.0%</td> </tr> <tr> <td>White</td> <td>41.0%</td> </tr> <tr> <td>Other/declined</td> <td>3.0%</td> </tr> <tr> <td rowspan="8">Line Level</td> <td>2 or More</td> <td>4.0%</td> </tr> <tr> <td>American Indian</td> <td>0.5%</td> </tr> <tr> <td>Asian</td> <td>22.0%</td> </tr> <tr> <td>Black</td> <td>9.0%</td> </tr> <tr> <td>Hawaiian</td> <td>1.5%</td> </tr> <tr> <td>Hispanic</td> <td>34.5%</td> </tr> <tr> <td>White</td> <td>23.5%</td> </tr> <tr> <td>Other/declined</td> <td>5.0%</td> </tr> </tbody> </table>	2022 Wynn North America Gender at Levels of Leadership			Leadership	Male	63%	Female	37%	Manager	Male	56%	Female	44%	Line Level	Male	53%	Female	47%	2022 Wynn North America Employee Age Distribution		Under 30	18%	30-50	50%	Over 50	32%	2022 Wynn North America Ethnic Diversity at Levels of Leadership				Ethnicity	Percentage of Employees in Tier	Leadership	2 or More	4.0%	American Indian	0.5%	Asian	14.0%	Black	4.5%	Hawaiian	1.0%	Hispanic	6.0%	White	69.0%	Other/declined	1.0%	Manager	2 or More	4.0%	American Indian	0.5%	Asian	21.0%	Black	7.0%	Hawaiian	1.5%	Hispanic	22.0%	White	41.0%	Other/declined	3.0%	Line Level	2 or More	4.0%	American Indian	0.5%	Asian	22.0%	Black	9.0%	Hawaiian	1.5%	Hispanic	34.5%	White	23.5%	Other/declined	5.0%
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409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Wynn Resorts 2022 ESG Report: Human Rights, p. 24 ;																																																																																			

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
410-1	Security personnel trained in human rights policies or procedures	<p>Wynn Resorts 2022 ESG Report: Human Trafficking Prevention Policy, p. 26;</p> <p>Workplace Security Program</p> <p>Guest safety and workplace security are essential to our services provided at our North American properties. Our security departments consist of multiple sections that form a layered system responsible for the deterrence, detection, and response to any threat at our resorts. The security departments have specialized teams dedicated to crisis management, tactical response, K9, and a full complement of security officers. The security departments also use weapon detection equipment as a preventative measure on our properties.</p> <p>At Wynn Las Vegas, the corporate investigation team liaises with external law enforcement agencies regarding events involving our resorts and employees. Additionally, the Las Vegas Metropolitan Police Department is present at Wynn and Encore Las Vegas during all major special events. At Encore Boston Harbor, state and local law enforcement maintain a presence 24/7/365.</p> <p>Wynn Resorts enforces a strict no-weapons policy at our properties. Security personnel are trained on all written policies and procedures upon hiring, including regular drills for emergency evacuations, emergency communications systems, and critical incidents. Behind every procedure and policy are the foundational laws that uphold human rights and civil rights. All internal policy and training include local laws, lawful detention, and term of detention.</p> <p>Our resorts were designed to exceed fire safety standards required by building code. Staffed by 24/7 personnel, a centralized fire command system monitors the status of every smoke alarm and sprinkler at the resorts. Surveillance systems monitor all guest areas, including gaming. To ensure safety through the possibility of natural disasters, our Business Continuity and Emergency Response Plans ensure a rapid return to business operations following natural or manmade disasters and disturbance events such as earthquakes or flooding.</p> <p>To empower employees to promote security in the workplace, year-round educational security campaigns take place around employee workspaces. Educational trainings include “See Something, Say Something,” Human Trafficking Prevention Awareness Training, and Health and Safety Guidance. We conduct security and safety briefings prior to all major holidays and significant major events. These briefings include a cross section of every department on each property. Employees also can communicate directly with security officers at any time through various communication channels.</p> <p>Our surveillance department is responsible for observing and reporting activity viewed through the closed-circuit television (CCTV) camera system and live casino observation. This department performs detailed observations and monitors the integrity of all gaming areas by using various software programs to prepare evaluations, procedural audits and concise reports. Surveillance is also responsible for protecting assets through monitoring patrons and gaming employees for any cheating, fraud and suspicious activity and then reporting activity to proper authority.</p> <p>Surveillance also ensures the adherence to the Wynn System of Internal Controls and the corporate compliance Anti-Money Laundering program and reports violations and/or suspicious activity. In addition, Surveillance is responsible for observing and reporting suspicious activity and/or suspected fraud for point-of-sale locations that include food and beverage locations as well as various retail outlets.</p> <p>There is an extensive training and education program for both operations as well as for the technical division. In addition to operations, the technical division is responsible for maintaining the overall CCTV system that incorporates various applications and new technology. (Continued)</p>

GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
410-1	Security personnel trained in human rights policies or procedures	<p>(Continued)</p> <p>Personal Safety Button Program</p> <p>We take the safety and security of our employees seriously and use technology to create a more secure and safe environment at our resorts. The safety button is a personal alert device provided to employees in designated operations as a tool to alert Wynn Security of unexpected urgent threats affecting the safety of employees and/or guests. The safety buttons provide efficient location services to security teams should critical response situations arise, such as medical emergencies, altercations, or inappropriate guest conduct. These buttons provide an additional layer of safety to guest-facing and lone employees while providing outstanding guest service across a number of departments, including housekeeping, spa, and in-room guest services. Since the launch of this program at Wynn Las Vegas and Encore Boston Harbor in 2019, all employees with safety buttons are required to complete training on their use and purpose. Procedural training is required for security personnel on response procedures.</p>
415-1	Political Contributions	Wynn Resorts 2022 ESG Report: Political Activity, p. 29 ;
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>Data Protection and Information Security</p> <p>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.</p> <p>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.</p> <p>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.</p>

SASB Consolidated Standards

TOPIC	SASB CODE	DISCLOSURE DETAIL	DISCLOSURE STATEMENT																																																							
Energy Management	SV-CA-130a.1; SV-HL-130a.1; FB-RN-130a.1	Total Energy Consumed	<p>Wynn Resorts 2022 ESG Report: Fuel and Electricity, p. 59;</p> <table border="1"> <thead> <tr> <th colspan="7">Wynn North America Power Consumption by Energy Type</th> </tr> <tr> <th rowspan="2">Year</th> <th colspan="2">Non-renewable</th> <th colspan="2">Renewable</th> <th colspan="2">Total Consumption</th> </tr> <tr> <th>MWh</th> <th>Gigajoules</th> <th>MWh</th> <th>Gigajoules</th> <th>MWh</th> <th>Gigajoules</th> </tr> </thead> <tbody> <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>148,729</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>163,951</td> <td>590,225</td> <td>24,172</td> <td>87,020</td> <td>188,123</td> <td>677,245</td> </tr> <tr> <td>2021 ⁽²⁾⁽³⁾</td> <td>179,111</td> <td>644,799</td> <td>27,485</td> <td>98,947</td> <td>206,596</td> <td>743,746</td> </tr> <tr> <td>2022 ⁽³⁾⁽⁴⁾</td> <td>97,061</td> <td>349,419</td> <td>124,250</td> <td>447,301</td> <td>221,311</td> <td>796,720</td> </tr> </tbody> </table> <p>(1) North America totals include Encore Boston Harbor beginning in 2020. (2) The Wynn Solar Facility took an unscheduled maintenance outage in 2020 and 2021, resulting in decreased annual output. (3) Encore Boston Harbor's total renewables in 2021 and 2022 include a mix of physically owned renewable generation, REC purchases, including green-e Certified RECs that offset a portion of electricity consumed. (4) Our approach to calculating the percentage of electricity consumption from renewables at Wynn Las Vegas adjusted in 2022 to include our retired RECs for state Renewable Portfolio Standard compliance and through our integration of nZero's carbon management intelligence software that allows us to increase the level of transparency in our real-time, market-based clean power procurement strategies.</p>	Wynn North America Power Consumption by Energy Type							Year	Non-renewable		Renewable		Total Consumption		MWh	Gigajoules	MWh	Gigajoules	MWh	Gigajoules	2018	155,918	561,305	21,189	76,281	177,107	637,586	2019	148,729	535,423	28,554	102,795	177,283	638,218	2020 ⁽¹⁾⁽²⁾	163,951	590,225	24,172	87,020	188,123	677,245	2021 ⁽²⁾⁽³⁾	179,111	644,799	27,485	98,947	206,596	743,746	2022 ⁽³⁾⁽⁴⁾	97,061	349,419	124,250	447,301	221,311	796,720
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SASB Consolidated Standards

TOPIC	SASB CODE	DISCLOSURE DETAIL	DISCLOSURE																																			
Water Management	SV-HL-140a.1; FB-RN-140a.1	Total Water Consumed, Percentage in Regions with High or Extremely High Baseline Water Stress	<p>Wynn Resorts 2022 ESG Report: Water, p. 63;</p> <p>Wynn Resorts Regional Water Risk Assessment 2022:</p> <ul style="list-style-type: none"> • Everett: (Low - Medium) Overall Water Risk. (Medium - High) Riverline Flood Risk Stress. • Las Vegas: (Low) Overall Water Risk. (Medium - High) Interannual Variability. <p>Source: World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas.</p> <table border="1"> <thead> <tr> <th colspan="5">Wynn North America Water Consumption (Gallons x 1,000)</th> </tr> <tr> <th>Year</th> <th>Wynn Las Vegas</th> <th>Encore Boston Harbor</th> <th>North American Total</th> <th>Water Consumption in Areas of High Stress</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>564,320</td> <td>0</td> <td>564,320</td> <td>0</td> </tr> <tr> <td>2019</td> <td>520,525</td> <td>0</td> <td>520,525</td> <td>0</td> </tr> <tr> <td>2020</td> <td>395,190</td> <td>51,839</td> <td>447,029</td> <td>0</td> </tr> <tr> <td>2021</td> <td>432,780</td> <td>64,858</td> <td>497,638</td> <td>0</td> </tr> <tr> <td>2022</td> <td>486,745</td> <td>82,033</td> <td>568,778</td> <td>0</td> </tr> </tbody> </table>	Wynn North America Water Consumption (Gallons x 1,000)					Year	Wynn Las Vegas	Encore Boston Harbor	North American Total	Water Consumption in Areas of High Stress	2018	564,320	0	564,320	0	2019	520,525	0	520,525	0	2020	395,190	51,839	447,029	0	2021	432,780	64,858	497,638	0	2022	486,745	82,033	568,778	0
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Labor Practices	SV-HL-310a.1; FB-RN-310a.1	Voluntary Turnover Rate for All Employees	Wynn Resorts 2022 ESG Report: Wynn North America Workforce Highlights, p. 33 ;																																			
		Involuntary Turnover Rate for All Employees	<table border="1"> <thead> <tr> <th colspan="2">2022 Wynn North America Turnover Rate</th> </tr> </thead> <tbody> <tr> <td>Voluntary Turnover Rate</td> <td>18%</td> </tr> <tr> <td>Involuntary Turnover Rate</td> <td>11%</td> </tr> </tbody> </table>	2022 Wynn North America Turnover Rate		Voluntary Turnover Rate	18%	Involuntary Turnover Rate	11%																													
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SV-HL-310a.3; FB-RN-310a.2	<p>Average Hourly Wage, by Region</p> <p>Percentage of Hotel Employees Earning Above Minimum Wage, by Region</p>	<p>The average hourly wage for Wynn employees in North America was \$38.84 in 2022.</p> <p>100% of Wynn Employees in North America earned above minimum wage in 2022.</p>																																				
SV-HL-310a.4	Description of Policies and Programs to Prevent Worker Harassment	Wynn Resorts 2022 ESG Report: Preventing Harassment and Discrimination, p. 25 ; Facilitation of Non-Compliance Reporting & Whistleblower Protections, p. 28 ; Diversity and Inclusion, p. 34 ; Human Rights, p. 24 ;																																				

SASB Casino & Gaming Standards

TOPIC	SASB CODE	DISCLOSURE DETAIL	DISCLOSURE							
Responsible Gaming	SV-CA-260a.1	Percentage of Gaming Facilities that Implement the Responsible Gambling Index	Wynn Resorts 2022 ESG Report: Responsible Gaming and Responsible Marketing, p. 28 ;							
	SV-CA-260a.2	Percentage of Online Gaming Operations that Implement the National Council on Problem Gambling (NCPG) Internet Responsible Gambling Standards								
Smoke-Free Casinos	SV-CA-320a.1	Percentage of Gaming Floor Where Smoking is Allowed	53 percent of Wynn gaming areas in North America were smoke-friendly in 2022.							
	SV-CA-320a.2	Percentage of Gaming Floor Where Smoking is Allowed	<table border="1"> <thead> <tr> <th colspan="2">2022 Percentage of North America Employees in Smoke-Friendly Gaming Areas</th> </tr> </thead> <tbody> <tr> <td>Wynn Las Vegas</td> <td>74%</td> </tr> <tr> <td>Encore Boston Harbor</td> <td>0%</td> </tr> <tr> <td>Wynn North America Total</td> <td>41%</td> </tr> </tbody> </table>	2022 Percentage of North America Employees in Smoke-Friendly Gaming Areas		Wynn Las Vegas	74%	Encore Boston Harbor	0%	Wynn North America Total
2022 Percentage of North America Employees in Smoke-Friendly Gaming Areas										
Wynn Las Vegas	74%									
Encore Boston Harbor	0%									
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Internal Controls on Money Laundering	SV-CA-510a.1	Description of Anti-Money Laundering Policies and Practices	Wynn Resorts 2022 ESG Report: Anti-Money Laundering, p.27 ;							

SASB Hotel & Lodging Standards

TOPIC	SASB CODE	DISCLOSURE DETAIL BREAKDOWN	DISCLOSURE
Ecological Impacts	SV-HL-160a.1	Number of Lodging Facilities Located in or Near Areas of Protected Conservation Status or Endangered Species Habitat	<p>No Wynn Resorts properties were located in the following protected sites in 2022:</p> <ul style="list-style-type: none"> • UNESCO Biospheres • Natura 2000 areas • Ramsar sites <p>According to World Database of Protected Areas (WDPA):</p> <ul style="list-style-type: none"> • Wynn and Encore Las Vegas: Not located on protected land. • Encore Boston Harbor: Not located on protected land. <p>Source: Protected Planet's World Database of Protected Areas (WDPA)</p>
	SV-HL-160a.2	Description of Environmental Management Policies and Practices to Preserve Ecosystem Services	<p>Wynn Resorts 2022 ESG Report: Environmental Engagement, p. 69; Water, p. 63;</p>
Climate Change Adaption	SV-HL-450a.1	Number of Lodging Facilities Located in 100-year Flood Zones	<p>Using the Federal Emergency Management Agency (FEMA) National Flood Hazard Layer (NFHL) Map for our North American properties, we identified Encore Boston Harbor resort is located in a Special Flood Hazard Area (SFHA). The NFHL map is a compilation of effective Flood Insurance Rate databases and Letters of Map Revision databases.</p> <ul style="list-style-type: none"> • 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-percent-annual-chance flood) • Encore Boston Harbor: 100-year Flood Risk (Zone AE: The Special Flood Hazard Area where base flood elevations are provided) <p>Source: U.S. National Flood Insurance Program</p>



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