



2023 ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT

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About This Report

The Wynn Resorts 2023 Environmental, Social, and Governance (ESG) Report presents information for the period January 1, 2023, through December 31, 2023, 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 discloses information in this Report with reference to the 2021 Global Reporting Initiative (GRI) Universal Standards and in reference to the Sustainability Accounting Standards Board (SASB) Standards, maintained by the Value Reporting Foundation. This document presents disclosure indexes to the frameworks mentioned, and is followed by additional detail on our programs at the end of this document. Wynn Resorts supports the United Nations Sustainable Development Goals (SDGs) and presents related goals in the 2023 Corporate Responsibility Review. Wynn Resorts operations spanned the following industries and sectors in 2023:

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

The Wynn Resorts ESG Report follows an annual reporting cycle. The previous year's 2022 ESG Report was published in July 2023.

Any questions or comments regarding this report can 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. These two reports reflect two regions of Company operations, the associated material topics, stakeholders, and regulated disclosures. Changes in Company ownership, entities, and acquisitions are 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 resorts in Macau, explore the annual Wynn Macau, Limited Sustainability Report [here](#).

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																		
2-1	Organizational details	Wynn Resorts, Limited Headquarters is located at: 3131 Las Vegas Boulevard, South Las Vegas, Nevada 89109 United States of America Wynn Resorts 2023 Corporate Responsibility Review : What Makes Wynn, Wynn?, p. 4;																		
2-2	Entities included in the organization's sustainability reporting	Wynn Resorts 2023 ESG Report : About this Report, p. 3; Wynn Resorts 10-K : Note 20 - Segment Information, p. 103;																		
2-3	Reporting period, frequency and contact point	Wynn Resorts 2023 ESG Report : About This Report, p. 3;																		
2-4	Restatements of information	To demonstrate the reporting principle of completeness this report lists historical environmental awards, building certifications, building efficiency details, and policy descriptions, which may be discussed in previously published reports.																		
2-6	Activities, value chain and other business relationships	Wynn Resorts 2023 Corporate Responsibility Review : What Makes Wynn, Wynn?, p. 4; Wynn Resorts 10-K : Item 1-Business, p. 3; Market and Competition, p. 6; Future Development Projects Wynn Resorts, Marjan LLC, and RAK Hospitality Holding LLC are developing an integrated resort on Island 3, Al Marjan Island in Ras al Khaimah, United Arab Emirates. The project is anticipated to open in 2027, featuring more than 1,500 hotel rooms, luxury retail, a state-of-the-art meeting and convention facility, an exclusive spa, more than 24 dining and lounge experiences, a wide variety of entertainment choices, a gaming area, and other amenities. Wynn Al Marjan Island 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">2023 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>5,798</td> <td>4,733</td> </tr> <tr> <td>Part-Time</td> <td>2,534</td> <td>2,507</td> </tr> <tr> <td>Permanent</td> <td>8,332</td> <td>7,240</td> </tr> <tr> <td>Temporary</td> <td>451</td> <td>233</td> </tr> </tbody> </table>	2023 Wynn North America Employee Contracts			Employee Contract	Male	Female	Full-Time	5,798	4,733	Part-Time	2,534	2,507	Permanent	8,332	7,240	Temporary	451	233
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2-9	Governance structure and composition	Wynn Resorts Proxy Statement : Governance, p. 15; Committees of the Board, p. 27; Board Independence, p. 26; Board Composition, p. 15; Wynn Resorts 2023 ESG Report : Governance, p. 33;																		
2-10	Nomination and selection of the highest governance body	Wynn Resorts Proxy Statement : Committees of the Board, p. 27; Board Composition, p. 15;																		
2-11	Chair of the highest governance body	Wynn Resorts Proxy Statement : Board Independence, p. 26;																		

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
2-14	Role of the highest governance body in sustainability reporting	Wynn Resorts 2023 ESG Report : Governance, p. 33; The Wynn Resorts 2023 ESG Report and 2023 Corporate Responsibility Review have been reviewed by the CEO.
2-15	Conflicts of interest	Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts Proxy Statement : Board Independence, p. 26; Nominating and Corporate Governance Committee, p. 28;
2-16	Communication of critical concerns	Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts Proxy Statement : Board Role in Risk Oversight, p. 30;
2-18	Evaluation of the performance of the highest governance body	Wynn Resorts 2023 ESG Report : Board Role in Risk Oversight, p. 33; Wynn Resorts Proxy Statement : Compensation Committee, p. 27; Compensation Committee Report, p. 58; Shareholder Engagement and our Track Record of Responsiveness, p. 32;
2-19	Remuneration policies	Wynn Resorts Proxy Statement : How We Are Paid, p. 34; 2022 Annual Incentive Payout, p. 51;
2-20	Process to determine remuneration	Wynn Resorts Proxy Statement : Compensation Committee, p. 27; How We Are Paid, p. 34; Compensation Committee Report, p. 58; Shareholder Engagement and Track Record of Responsiveness, p. 32;
2-21	Annual total compensation ratio	Wynn Resorts Proxy Statement : Pay Ratio Disclosure, p. 72;
2-22	Statement on sustainable development strategy	Wynn Resorts 2023 Corporate Responsibility Review : Message from Craig S. Billings, CEO, p. 3;
2-23	Policy commitments	Wynn Resorts 10-K : Our Strategy, p. 3; Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts 2023 ESG Report : Human Rights, p. 35;
2-26	Mechanisms for seeking advice and raising concerns	Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts 2023 ESG Report : Facilitation of Non-Compliance Reporting and Whistleblower Protections, p. 34; Board Role in Risk Oversight, p. 33;

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
2-28	Membership associations	<p>Wynn Resorts was a member of the following organizations in 2023:</p> <ul style="list-style-type: none"> • American Gaming Association • Cambridge Chamber of Commerce • Chelsea Chamber of Commerce • Financial Accounting Standards Board • Gay and Lesbian Chamber of Commerce • Greater Boston Chamber of Commerce • International Center for Responsible Gaming • International Women's Forum Massachusetts • Latin Chamber of Commerce • Malden Chamber of Commerce • Manhattan Chamber of Commerce • Mass Taxpayers Foundation • NAACP Mid-Manhattan Branch • Nevada Resort Association • Nevada Council on Problem Gaming • New England Council • New York Building Congress • New York City Hispanic Chamber of Commerce • New York City Hospitality Alliance • Public Company Accounting Oversight Board • Somerville Chamber of Commerce • The Greater Harlem Chamber of Commerce • US/China Business Council
2-30	Collective bargaining agreements	In 2023, 52% 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. 54;
201-3	Defined benefit plan obligations and other retirement plans	Wynn Resorts 10-K : Note 11-Benefit Plans, p. 85;
203-1	Infrastructure investments and services supported	<p>Wynn Resorts 2023 Corporate Responsibility Review: Addressing the Homelessness Crisis, p. 10; Dollars for Doers, p. 11; Charitable Corporate Giving, p. 12;</p> <p>Wynn Resorts 2023 ESG Report: 2023 Community Impact Highlights, p. 30-32;</p>
205-2	Communication and training about anti-corruption policies and procedures	<p>Wynn Resorts 2023 ESG Report: Governance, p. 34; GRI 404, p. 14;</p> <p>99% of Encore Boston Harbor employees completed annual compliance training by the close of 2023.</p> <p>97% of Wynn Las Vegas employees completed annual compliance training by the close of 2023.</p>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Wynn Resorts 10-K : Note 18-Commitments and Contingencies, p. 101;

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207-1	Approach to tax	<p>Approach to Tax The tax strategy conforms with the Company's Code of Business Conduct and Ethics. We identify, evaluate, monitor, and manage tax risks to ensure full compliance with legal obligations, tax laws, and practices. We continuously monitor changes to tax legislation and take advice where appropriate from professional advisers.</p> <p>As 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 way they are intended.</p>																					
207-2	Tax governance, control, and risk management	<p>In 2023, Wynn Resorts paid approximately \$630 million in taxes and government fees in the United States.</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>																					
207-3	Stakeholder engagement and management of concerns related to tax	<p>Our accounting firms' opinions on financial statements and controls, 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. 59-61; Note 14 - Income Taxes, p. 96;</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 2023 tax years and will continue to participate in the IRS CAP for the 2024 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 through constructive discussion and by providing each tax authority all required information to understand our business.</p>																					
302-1	Energy consumption within the organization	<p>Wynn Resorts 2023 ESG Report: Environmental Highlights, p. 29;</p> <p>Energy Management Our properties are constructed to meet the highest LEED or Green Globes standards, integrating energy efficiency in building operations and maintenance in areas of high-energy consumption, heating, ventilation and air conditioning, lighting, and large-scale machinery. Energy management objectives are to decrease energy consumption and associated scope 1 and 2 emissions while ensuring system reliability and comfort for guests. Trained and skilled employees, data monitoring practices, and building management systems are critical in advancing us toward Corporate Sustainability Goals. A dedicated facilities team at every property oversees the maintenance, performance, and monitoring of energy usage and efficiency. Teams capture, organize, and analyze the data to identify new targets for further reduction in energy consumption, emissions, and cost.</p>																					
302-3	Energy intensity	<table border="1"> <thead> <tr> <th colspan="3">Wynn North America Energy Use Intensity (MWh/SqFt)</th> </tr> <tr> <th>Year</th> <th>Wynn Las Vegas</th> <th>Encore Boston Harbor</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>140</td> <td>0</td> </tr> <tr> <td>2020</td> <td>116</td> <td>150</td> </tr> <tr> <td>2021</td> <td>128</td> <td>173</td> </tr> <tr> <td>2022</td> <td>136</td> <td>179</td> </tr> <tr> <td>2023</td> <td>138</td> <td>177</td> </tr> </tbody> </table>	Wynn North America Energy Use Intensity (MWh/SqFt)			Year	Wynn Las Vegas	Encore Boston Harbor	2019	140	0	2020	116	150	2021	128	173	2022	136	179	2023	138	177
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303-1	Interactions with water as a shared resource	<p>Water Conservation Wynn approaches the risks of climate change in two ways: Adapt to the challenges present today and mitigate adverse effects for the future. This approach guides water conservation efforts at Wynn properties. To align with regional goals and water conservation policies, Wynn participates in forums and roundtables with local authorities, municipalities, and engaged industry stakeholders. These efforts give Wynn insight into the risks of water availability in Southern Nevada, which has empowered Wynn Las Vegas investments in targeted technologies to reduce consumptive water use in our operations.</p> <p>Consumptive Water Management Wynn properties monitor and minimize water usage with the overarching goal of reducing consumptive water use. Toward this goal, Wynn uses smart and drought-tolerant landscaping in horticulture and landscaping operations. Water evaporation and runoff are minimized using precise drip outdoor irrigation systems. Employees collect detailed soil moisture measurements using a moisture meter, which relays information to a smart meteorological system that disperses water based on precipitation, temperature, and other specific weather conditions. Wynn continues to seek new opportunities to use water more efficiently and report water consumption annually.</p> <p>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 repurposing into biofuel. Chemical-free cleaning products are used facility-wide, reducing the amount of chemicals entering water discharged from operations.</p> <p>Regional Water Stress Evaluation The availability of water as a resource varies among the regions in which Wynn Resorts operates. Wynn assesses water risks using the World Resources Institute Water Stress Map as referenced in disclosure guidance. The World Resources Institute's Aqueduct tool considers relevant aspects of water impact, such as quantity, quality, and accessibility of water. In regions where an increased level of risk is identified, Wynn prioritizes specialized measures to responsibly allocate water use by investing in water-smart facility machinery, integrating weather monitoring, expanding water recycling opportunities, and reducing external water intake.</p> <p>Wynn Resorts Regional Water Risk Assessment 2023:</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>																																			
303-5	Water consumption	<table border="1" data-bbox="592 1502 1337 1711"> <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>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> <tr> <td>2023</td> <td>498,950</td> <td>78,937</td> <td>577,887</td> <td>0</td> </tr> </tbody> </table> <p>106,000 gallons (401,253.649 liters) of water storage is used at Encore Boston Harbor for the rainwater capture system</p>	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	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	2023	498,950	78,937	577,887	0
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305-1	Direct (Scope 1) GHG emissions	<p>Wynn Resorts 2023 ESG Report: Environmental Highlights, p. 29;</p>																																			

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305-2	Energy indirect (Scope 2) GHG emissions	Wynn Resorts 2023 ESG Report : Environmental Highlights, p. 29;												
305-4	GHG emissions intensity	<table border="1"> <thead> <tr> <th colspan="3">2023 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>0.020</td> <td>17,725,219 sqft</td> </tr> <tr> <td>Encore Boston Harbor</td> <td>0.007</td> <td>3,112,153 sqft</td> </tr> </tbody> </table> <p>Our CO² Emissions Intensity Ratio includes Scope 1 and 2 Emissions and is calculated using operation area as a denominator.</p>	2023 Wynn North America Carbon Dioxide Emissions Intensity			Property	Emissions Intensity Ratio	Organization-Specific Denominator	Wynn Las Vegas	0.020	17,725,219 sqft	Encore Boston Harbor	0.007	3,112,153 sqft
2023 Wynn North America Carbon Dioxide Emissions Intensity														
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Wynn Las Vegas	0.020	17,725,219 sqft												
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306-2	Management of significant waste-related impacts	<p>Waste Management</p> <p>Wynn Resorts' 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 trained waste-management partners. In Las Vegas, trained waste managers from RENUoil of America oversee various waste streams heading to compost, recycling, reclamation, and landfill. At Encore Boston Harbor, waste is sorted by technology operated by Republic Services and sent to recycling, landfill, waste to energy facilities, and other handling facilities. By partnering with waste management experts, Wynn achieves higher diversion rates than using traditional guest-facing recycling bins.</p> <p>Sorting Waste for Wynn Guests</p> <p>Wynn goes above and beyond hospitality standards at our resorts, which includes handling waste on behalf of our guests. Instead of burdening guests with the responsibility to sort recyclables from waste in labeled bins during their stay, Wynn uses a single-stream recycling program. Through the dedication of trained employees and expert partners, staff hand-sort recycling, compost, and reusables from landfill material—maximizing the quantity and quality of recovered material.</p> <p>Zero-Waste Events</p> <p>For three years, Wynn Las Vegas has been providing meetings and convention clients with bespoke sustainability programs that surpass attendee expectations and add value to responsible travelers. Wynn's Hotel Sales and Banquet teams continue to provide meetings and convention clients with event waste-management services that aim to remove 90 percent of event waste from heading to the landfill. These Waste Management offerings also include programs that benefit the community with food donation and hot-meal recovery for local food banks and charitable organizations. Since the program began, Wynn Las Vegas facilitated several successful events which provided meetings and events clients with high waste diversion rates.</p>												

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306-3	Waste generated	<table border="1"> <thead> <tr> <th colspan="3">2023 Wynn North America Waste and Diversion (Tons)</th> </tr> <tr> <th></th> <th>Encore Boston Harbor</th> <th>Wynn Las Vegas</th> </tr> </thead> <tbody> <tr> <td>Total Waste Weight</td> <td>3,931</td> <td>29,820</td> </tr> <tr> <td>Rate of Diversion From Landfill</td> <td>19%</td> <td>41%</td> </tr> <tr> <td>Total Diverted</td> <td>739</td> <td>12,212</td> </tr> <tr> <td rowspan="3">Total Hazardous Diverted</td> <td>Recycle</td> <td>0</td> </tr> <tr> <td>Reuse</td> <td>0</td> </tr> <tr> <td>Other</td> <td>0</td> </tr> <tr> <td rowspan="4">Total Non-Hazardous Diverted</td> <td>Recycle</td> <td>368</td> </tr> <tr> <td>Reuse</td> <td>0</td> </tr> <tr> <td>Compost</td> <td>371</td> </tr> <tr> <td>Donate</td> <td>0</td> </tr> <tr> <td colspan="2">Total Disposed</td> <td>3,192</td> </tr> <tr> <td rowspan="3">Total Hazardous Disposed</td> <td>Incineration</td> <td>0</td> </tr> <tr> <td>Landfill</td> <td>0</td> </tr> <tr> <td>Energy Recovery</td> <td>0</td> </tr> <tr> <td rowspan="3">Total Non-Hazardous Disposed</td> <td>Incineration</td> <td>0</td> </tr> <tr> <td>Landfill</td> <td>2,161</td> </tr> <tr> <td>Energy Recovery</td> <td>1,031</td> </tr> </tbody> </table>	2023 Wynn North America Waste and Diversion (Tons)				Encore Boston Harbor	Wynn Las Vegas	Total Waste Weight	3,931	29,820	Rate of Diversion From Landfill	19%	41%	Total Diverted	739	12,212	Total Hazardous Diverted	Recycle	0	Reuse	0	Other	0	Total Non-Hazardous Diverted	Recycle	368	Reuse	0	Compost	371	Donate	0	Total Disposed		3,192	Total Hazardous Disposed	Incineration	0	Landfill	0	Energy Recovery	0	Total Non-Hazardous Disposed	Incineration	0	Landfill	2,161	Energy Recovery	1,031
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401-1	New employee hires and employee turnover	<table border="1"> <thead> <tr> <th colspan="2">2023 Wynn North America Turnover Rate</th> </tr> </thead> <tbody> <tr> <td>Voluntary Turnover Rate</td> <td>15%</td> </tr> <tr> <td>Involuntary Turnover Rate</td> <td>10%</td> </tr> </tbody> </table>	2023 Wynn North America Turnover Rate		Voluntary Turnover Rate	15%	Involuntary Turnover Rate	10%																																										
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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Employee Benefits</p> <p>Being An Employer of Choice</p> <p>Wynn Resorts aims to be an employer of choice. Our first resort, Wynn Las Vegas, includes many three-generation working families, while 22 percent of full-time employees in 2023 were proud to be “day one” employees. In 2023, the average hourly wage for our North America employees was \$41.12 and 100 percent earned above minimum wage. Wynn Resorts possesses a strong “promote from within” culture, with 89 percent of open supervisor and above positions filled by internal candidates in 2023.</p> <p>(Continued)</p>																																																

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>(Continued)</p> <p>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, vision coverage and company-paid life insurance. Employees may also opt into additional voluntary benefits such as supplemental life insurance and disability coverage.</p> <p>Retirements Benefits Wynn Resorts provides a 401(k)-match program to support long-term retirement planning. 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 2023, the Company matched more than \$10 million in contributions from participating employees in North America.</p> <p>Dependent 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 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.</p> <p>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 2023, Wynn employees took advantage of the following programs:</p> <p>Tuition Reimbursement Both Wynn Las Vegas and Encore Boston Harbor offer tuition reimbursement. This program offers financial assistance to employees pursuing college credits in a field related to the hospitality industry—up to \$375 per class.</p> <p>English for Speakers of Other Languages As part of continuing employee development in 2023, Wynn Las Vegas had 87 participants clocking in 324 hours of language training in its English For Speakers of Other Languages (ESOL) classes. These free classes were available to eligible employees and gathered twice weekly for 12 weeks. Encore Boston Harbor continued to offer this opportunity and 56 employees attended ESOL classes, resulting in a total of more than 1,000 hours of language training. During the two ESOL class sessions, employees gathered for 1.5 hours once a week for 12 weeks and concluded with a graduation ceremony.</p> <p>U.S. Citizenship Classes Wynn Las Vegas continued its citizenship classes—a 12-week course free to eligible employees with instruction to prepare them for the United States citizenship test. Employees are reimbursed for the test when they pass.</p> <p>Wynn Resorts Foundation Scholarship Program in 2023 Wynn Resorts awarded 15 new scholarships to employees or dependents in 2023. Students are granted up to \$7,500 per academic year for a maximum of four years. In 2023, Wynn Resorts also supported 46 ongoing scholarship recipients. The total monetary contribution for both new and ongoing scholarships is \$245,707. Scholarship recipients volunteered 600 hours throughout the year, and more than 2,200 hours since the program began in 2018.</p>

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
403-1	Occupational health and safety management system	<p>Customer and Workplace Safety Program</p> <p>Wynn Resorts' Workplace Safety Program ensures the safety and well-being of both employees and guests across our North American properties. This comprehensive program encompasses a range of key elements:</p> <ul style="list-style-type: none"> • Mandatory Employee Safety Training: We prioritize workforce safety through comprehensive training that equips them with the knowledge and skills to navigate potential hazards effectively. • Hazard Identification and Control: We identify and mitigate potential risks within our facilities to create a safer environment for all. • Accident Reporting and Corrective Action: In the event of accidents, our program includes a systematic reporting mechanism, followed by swift corrective actions to prevent recurrences. • Accident Prevention Strategies: We proactively develop and implement strategies to prevent accidents, focusing on continuous improvement in safety measures. • Employee Committee Programs: We engage employees through committee programs designed to educate and promote safe workplace practices, fostering a culture of safety. • The Workplace Safety Program aligns with and often surpasses the principles and criteria outlined in the federal OH&S ISO 45001 standard. By emphasizing safety education and accountability, the ultimate objective is to consistently enhance safety, reduce property losses, and thereby earn and sustain an excellent reputation among valued stakeholders. <p>In upholding a commitment to employee and guest safety, Wynn Resorts steadfastly pledges to:</p> <ul style="list-style-type: none"> • Provide a Safe Workplace: We collaborate at all levels of the organization to help ensure that workplaces are free from unsafe conditions and recognized hazards, prioritizing the well-being of all individuals within our facilities. • Compliance with Regulations: We adhere to federal and state Occupational Safety and Health Standards and Regulations, as well as state and local ordinances and manufacturer guidelines, ensuring the highest standards of safety are maintained. • Administration and Enforcement: We administer and enforce Occupational Safety and Health programs rigorously and regularly to maintain a safe and secure environment. • Proper Training: Employees are equipped with proper training in the safe use of equipment and machinery, personal protective equipment, hazard recognition, and emergency procedures, empowering them to handle any situation safely. • Safety Communication: All employees are well-informed about safety rules, regulations, and standards relevant to their respective duties, fostering a culture of awareness and responsibility. <p>The Company is committed to maintaining the highest safety standards and continually striving for excellence in workplace safety.</p>

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																																																				
403-9	Work-related injuries	<table border="1"> <thead> <tr> <th colspan="4" data-bbox="592 488 1334 520">Wynn Las Vegas OSHA Employee Work-Related Injury</th> </tr> <tr> <th data-bbox="592 520 858 551">Work-Related Injury</th> <th data-bbox="858 520 1018 551">2021</th> <th data-bbox="1018 520 1177 551">2022</th> <th data-bbox="1177 520 1334 551">2023</th> </tr> </thead> <tbody> <tr> <td data-bbox="592 551 858 602">Recordable injuries not resulting in restrictions or lost time</td> <td data-bbox="858 551 1018 602">96</td> <td data-bbox="1018 551 1177 602">68</td> <td data-bbox="1177 551 1334 602">28</td> </tr> <tr> <td data-bbox="592 602 858 654">Recordable injuries resulting in restricted work or transfer to another job</td> <td data-bbox="858 602 1018 654">80</td> <td data-bbox="1018 602 1177 654">125</td> <td data-bbox="1177 602 1334 654">185</td> </tr> <tr> <td data-bbox="592 654 858 685">Recordable injuries resulting in lost time</td> <td data-bbox="858 654 1018 685">133</td> <td data-bbox="1018 654 1177 685">139</td> <td data-bbox="1177 654 1334 685">151</td> </tr> <tr> <td data-bbox="592 685 858 716">Total number of deaths</td> <td data-bbox="858 685 1018 716">2</td> <td data-bbox="1018 685 1177 716">0</td> <td data-bbox="1177 685 1334 716">0</td> </tr> <tr> <td data-bbox="592 716 858 747">Total OSHA recordable injuries</td> <td data-bbox="858 716 1018 747">311</td> <td data-bbox="1018 716 1177 747">332</td> <td data-bbox="1177 716 1334 747">364</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="4" data-bbox="592 774 1334 806">Encore Boston Harbor OSHA Employee Work-Related Injury</th> </tr> <tr> <th data-bbox="592 806 858 837">Work-Related Injury</th> <th data-bbox="858 806 1018 837">2021</th> <th data-bbox="1018 806 1177 837">2022</th> <th data-bbox="1177 806 1334 837">2023</th> </tr> </thead> <tbody> <tr> <td data-bbox="592 837 858 888">Recordable injuries not resulting in restrictions or lost time</td> <td data-bbox="858 837 1018 888">3</td> <td data-bbox="1018 837 1177 888">7</td> <td data-bbox="1177 837 1334 888">7</td> </tr> <tr> <td data-bbox="592 888 858 940">Recordable injuries resulting in restricted work or transfer to another job</td> <td data-bbox="858 888 1018 940">0</td> <td data-bbox="1018 888 1177 940">0</td> <td data-bbox="1177 888 1334 940">0</td> </tr> <tr> <td data-bbox="592 940 858 971">Recordable injuries resulting in lost time</td> <td data-bbox="858 940 1018 971">46</td> <td data-bbox="1018 940 1177 971">49</td> <td data-bbox="1177 940 1334 971">58</td> </tr> <tr> <td data-bbox="592 971 858 1002">Total OSHA recordable injuries</td> <td data-bbox="858 971 1018 1002">49</td> <td data-bbox="1018 971 1177 1002">56</td> <td data-bbox="1177 971 1334 1002">65</td> </tr> </tbody> </table>	Wynn Las Vegas OSHA Employee Work-Related Injury				Work-Related Injury	2021	2022	2023	Recordable injuries not resulting in restrictions or lost time	96	68	28	Recordable injuries resulting in restricted work or transfer to another job	80	125	185	Recordable injuries resulting in lost time	133	139	151	Total number of deaths	2	0	0	Total OSHA recordable injuries	311	332	364	Encore Boston Harbor OSHA Employee Work-Related Injury				Work-Related Injury	2021	2022	2023	Recordable injuries not resulting in restrictions or lost time	3	7	7	Recordable injuries resulting in restricted work or transfer to another job	0	0	0	Recordable injuries resulting in lost time	46	49	58	Total OSHA recordable injuries	49	56	65
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404-1	Average hours of training per year per employee	Wynn employees in North America received a total of more than 78,600 hours of training in 2023.																																																				

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
404-2	Programs for upgrading employee skills and transition assistance programs	<p>Wynn Resorts 2023 Corporate Responsibility Review: Diversity & Inclusion, p. 8; Workforce Development, p. 9;</p> <p>Workforce Development</p> <p>Employee Training & Education</p> <p>Behind Wynn's 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.</p> <p>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.</p> <p>All existing employees are required to complete annual training covering the following topics:</p> <ul style="list-style-type: none"> • Cyber, Data, and Information Security • Computer, Intranet, and Email Use • Anti-Money Laundering • Responsible Gaming • Discrimination and Harassment Prevention • Life Safety • Inappropriate Guest Behavior • Personal Relationships • Hazard Communication • Other Department-related Compliance Topics • Personal Conduct Policy • Code of Business Conduct and Ethics (Anti-corruption) <p>To educate large numbers of employees most effectively, many trainings have been modified into virtual curriculum. This approach has successfully trained 99 percent of employees on compliance policies at Encore Boston Harbor and 97 percent of employees at Wynn Las Vegas in 2023. Hourly employees who are out on personal leave are required to complete compliance training upon return to work; cases such as this account for the small percentage of employees who did not complete training by the close of 2023.</p> <p>Leadership Development Program</p> <p>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. 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.</p> <p>To draw attention to the culture of leadership among managers, Wynn Las Vegas and Encore Boston Harbor continued the "Conversations with Leaders" program. This program features a series of live virtual conversations between leaders to discuss leadership philosophies and trending management topics. Wynn properties host monthly calls to provide cross-networking opportunities and spotlight leaders across various departments and resorts.</p> <p>In the Leadership Development Training program, the Myers Briggs Type Indicator (MBTI) course was added in 2023. This training provides a framework for understanding individual differences and a dynamic model of individual development. The course focused on leadership approaches to improve communication, employee engagement, and performance development, thus improving the overall team dynamic. An Emotional Intelligence (EQ) course was also added to the repertoire of leadership classes. EQ is a critical skill to be an effective leader, give effective feedback, and manage oneself and one's team.</p>

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
405-1	Diversity of governance bodies and employees	<p>Diversity & Inclusion</p> <p>A Vision for Diversity & Inclusion</p> <p>Wynn Resorts advanced its commitment to creating a diverse and inclusive workforce in 2023. These efforts were spearheaded by the Vice President of Diversity & 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 & Inclusion manages advancement at all levels of the Company through thoughtful initiatives to increase diversity.</p> <p>In 2023, the Diversity & Inclusion Strategy focused on creating an inclusive workplace, recruiting and hiring candidates from Historically Black Colleges and Universities (HBCUs), and developing marketplace and community partnerships through strategic alignment with associations and organizations.</p> <p>Wynn Resorts Diversity & Inclusion Strategic Plan</p> <p>Wynn Resorts Diversity & Inclusion Strategic Plan, a three-phase program strategized around Wynn Resorts' Core Value "Treat Everyone with Dignity and Respect," focuses on the responsibility to stakeholders to operate as a respectful workplace, welcoming marketplace, and inclusive community partner. Through the phases outlined in the Wynn Resorts Diversity & Inclusion Strategic Plan, the Company continued to offer an inclusive workplace where every employee is valued, respected, and given the opportunity to reach their full potential.</p> <p>Diversity Strategy 2023 Programming:</p> <ul style="list-style-type: none"> • Diversity & Inclusion Advisory Council • Diversity & Inclusion Learning and Development Curriculum • Diversity Talent Management Program • Diverse Meetings and Conventions Strategy • CEO Action for Diversity and Inclusion • Diversity & Inclusion Community Outreach Program • Cultural Commemorations and Diversity Events • Diversity Week <p>Cultural Commemorations and Diversity Events</p> <p>In 2023, Wynn Resorts continued recognizing monthly cultural commemorations across our properties in North America. The Diversity & Inclusion team partnered with the multimedia team to produce the Wynn Celebrates video series to bring awareness to the various cultures represented at the Company. 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.</p> <p>Diversity & Inclusion Advisory Council</p> <p>The Diversity & Inclusion Advisory Council (DIAC) provides departmental perspective regarding activation and engagement of Diversity & Inclusion initiatives throughout the business. The DIAC identifies diversity champions to ensure initiatives and objectives reach all employees.</p> <p>The DIAC plays a key role in the bi-annual Diversity Week at Wynn Las Vegas and ongoing D&I conversations with leaders at Encore Boston Harbor. The Diversity Program Manager, a new role created and onboarded in 2023, takes part in DIAC administration duties.</p> <p>Diversity & Inclusion Learning and Development Curriculum</p> <p>In 2024, Wynn Resorts will launch a Diversity & Inclusion Learning Curriculum. The first part, "The Value of Diversity & Inclusion" training program, launched in 2023.</p> <p>Diversity and Inclusion Community Outreach Program</p> <p>In 2023, Encore Boston Harbor cultivated relationships with diverse community partners like the Eastern Massachusetts Urban League and Embrace Boston.</p> <p>(Continued)</p>

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405-1	Diversity of governance bodies and employees	<p>(Continued)</p> <p>HBCU Recruitment Initiative In 2023, Wynn welcomed its first cohort of graduates into the Company's HBCU Management Training Program with students hired from Tennessee State University, Morgan State University, and Delaware State University. This program is a result of the partnerships Wynn Resorts has built with hospitality and tourism programs at Historically Black Colleges and Universities (HBCUs) to market employment opportunities. Wynn Resorts representatives made campus visits and hosted university administrators at our resort, creating awareness for employment opportunities. The Company is now actively recruiting for its second cohort and expanding its footprint into more fields. This program drives diversity in mid-level management with the goal of building toward the executive level.</p> <p>Industry-Related Nonprofit Alliances 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. Partner with the American Gaming Association & Small Business Administration to host tours for HBCU students who are interested in careers in gaming. Wynn General Counsel spoke to students about careers in hospitality.</p> <p>As Wynn continues to phase three of the Wynn Resorts Diversity & Inclusion Strategic Plan, the VP of Diversity & Inclusion also was a member of the 2024 Super Bowl Host Committee subcommittee for supplier diversity. This group connected minority-owned, women-owned, and veteran-owned businesses to opportunities surrounding the 2024 event.</p> <table border="1" data-bbox="592 1120 1334 1342"> <thead> <tr> <th colspan="3">2023 Wynn North America Gender at Levels of Leadership</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Leadership</td> <td>Male</td> <td>64%</td> </tr> <tr> <td>Female</td> <td>36%</td> </tr> <tr> <td rowspan="2">Manager</td> <td>Male</td> <td>57%</td> </tr> <tr> <td>Female</td> <td>43%</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="592 1394 1334 1518"> <thead> <tr> <th colspan="2">2023 Wynn North America Employee Age Distribution</th> </tr> </thead> <tbody> <tr> <td>Under 30</td> <td>17%</td> </tr> <tr> <td>30-50</td> <td>50%</td> </tr> <tr> <td>Over 50</td> <td>33%</td> </tr> </tbody> </table> <p>(Continued)</p>	2023 Wynn North America Gender at Levels of Leadership			Leadership	Male	64%	Female	36%	Manager	Male	57%	Female	43%	Line Level	Male	53%	Female	47%	2023 Wynn North America Employee Age Distribution		Under 30	17%	30-50	50%	Over 50	33%
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409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Wynn Resorts 2023 ESG Report : Governance, p. 35;																																																									

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
410-1	Security personnel trained in human rights policies or procedures	<p>Human Trafficking Prevention</p> <p>To combat and prevent human trafficking, Wynn Resorts trains employees to work with awareness and abide by comprehensive security procedures on our premises. These procedures and standards are detailed in the Anti-Human Trafficking Policy, underpinned by the Wynn Human Rights Statement and Policy. To support efforts in the broader community, Wynn partners with mission-aligned organizations and provides financial support to those bringing awareness to—and supporting victims of—trafficking.</p> <p>Wynn Las Vegas and Encore Boston Harbor train all new employees on the Human Trafficking Prevention policy and security response procedures, using a curriculum developed in partnership with organizations whose goals are to eradicate human exploitation. Additional training is given to guest-facing employees on red-flag indicators, awareness education, and department-specific procedures.</p> <p>Security employees and security management undergo unique training to ensure Company procedures are practiced with a victim-centric and empathetic understanding of human trafficking. Management in the Bars and Lounges, Valet, Transportation and Front Services departments have also received department-specific training.</p> <p>To supplement the missions of local organizations addressing the issue of trafficking prevention, Wynn Resorts donated to Shade Tree, Safe Nest, My Life My Choice, the Boston Area Rape Crisis Center and Casa Myrna Vasquez. Wynn Las Vegas also donated \$100,000 to Las Vegas Metropolitan Police Department for It's a Penalty, a 501 c-3 organization based in the United Kingdom, which focuses on anti-human trafficking awareness training campaigns in the United States at major sporting and mass gathering events.</p> <p>Personal Safety Button Program</p> <p>Employee safety is taken seriously, and the Company uses technology to create a more secure and safe environment. The safety button is a personal alert device provided to employees in designated operations as a tool to notify the Security Department of unexpected urgent threats affecting employee or guest safety. The safety button provides efficient location services to security teams should critical response situations arise, such as medical emergencies, altercations, or inappropriate conduct.</p> <p>The button adds an additional layer of safety to guest-facing and lone employees, who work across 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 complete training on their use and purpose. Training is required for security personnel on response procedures. Safety button incidents are monitored and overseen by the Security Department, to improve procedural training and workplace security protocols.</p> <p>(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>Workplace Security Program</p> <p>Guest safety and workplace security are essential to providing service at Wynn Resorts' North American properties. Security programs consist of a comprehensive, multi-layered system responsible for the deterrence, detection, and response to any threat at our resorts. Security Departments include specialized teams to address crisis management and tactical response, and a full complement of security officers and K-9 units. Weapon detection equipment and other technologies are used as preventative measures.</p> <p>Security personnel are trained in all written policies and procedures upon hiring and periodically conduct drills for emergency evacuations, emergency communications systems, and critical incidents. In every procedure and policy Wynn Resorts considers all foundational laws that uphold human and civil rights. All internal policy and training include overviews of all local laws, methods to ensure lawful detainment and terms of detainment, and de-escalation and preservation of life processes.</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 always maintain a presence at the resort.</p> <p>Wynn Resorts enforces a strict no-weapons policy at all properties.</p> <p>The Surveillance Department is responsible for observing and reporting to security leads any illegal or suspicious 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. The Surveillance Department 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>The Surveillance Department also adheres to the Wynn System of Internal Controls and our Anti-Money Laundering program and reports violations and suspicious activity to the Security or Compliance Departments as relevant. In addition, the Surveillance Department is responsible for observing and reporting suspicious activity and/or suspected fraud for point-of-sale locations, including food and beverage locations and various retail outlets. We extensively train the Surveillance Department operations team and the technical division, which is responsible for maintaining the overall CCTV system that incorporates various applications and recent technology.</p> <p>The resorts are designed to exceed fire safety standards required by building codes. Staffed by around-the-clock personnel, a centralized fire command system monitors the status of every smoke alarm and sprinkler. Surveillance systems monitor all guest areas, including gaming. Business Continuity and Emergency Response Plans ensure a rapid return to business operations following natural or human-caused disasters, and disturbance events such as earthquakes or flooding.</p> <p>To promote security in the workplace, year-round educational security campaigns take place around employee workspaces. Educational training includes prevention of planned attacks with "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 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 internal-only communication channels.</p>

GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
415-1	Political Contributions	<p>Political Activity</p> <p>Wynn Resorts believes participation 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.</p> <p>Currently, the Company advocates for a “good government/non-partisan” focus in its political activity, which includes support for the long-standing principles and institutions of American democracy, open and ranked choice primary elections, and the basic acceptance of election results regardless of political party.</p> <p>Among other policy priorities, the Company supports:</p> <ul style="list-style-type: none"> • 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 opportunities for 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. <p>Political Contributions in 2023</p> <p>In alignment with the Political Contribution Policy, the Company advocates for its business interests by supporting candidates and groups that understand, appreciate, and consider the opportunities and challenges facing the gaming and hospitality industries.</p> <p>In 2023, the company made few political contributions, as most political activity takes place in the 2024 election year.</p> <p>Encouraging Employees’ Participation</p> <p>Every two years, the government relations team prepares and publishes 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 candidates’ unaltered responses to questions. The purpose of the booklet is to encourage employee voter participation by providing unbiased, straightforward information. In 2024, Wynn Resorts will produce another Voter Guide prior to the General Election.</p> <p>Trade Associations</p> <p>The Company engages national and state 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 and federal regulations.</p> <p>The Nevada Resort Association is an active trade group that Wynn Resorts has maintained membership in for more than 13 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 the state. The Nevada Resort Association estimates that 53 percent of dues paid by members were applied to lobbying expenses over the 2023 calendar year. This percentage is greater than the previous year due to the 2023 Nevada Legislative Session.</p>

GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>Data Protection and Information Security</p> <p>Wynn Resorts' information security program is designed to preserve the accuracy and integrity of all forms of information processed by the Company, and to protect such information, including employees' and guests' personal information and information related to our operations, from misuse, loss, or theft. Our information security program is founded on principles and standards of the National Institute of Standards and Technology Framework for Improving Critical Infrastructure Cybersecurity issued by the U.S. government.</p> <p>The Chief Information Security Officer (CISO) works closely with the Chief Information Officer and the Chief Privacy Counsel to collectively manage our global information security, information technology, and data privacy programs. The Company's information security program includes a robust set of controls and safeguards for the systems, applications, and databases of the Company and its third-party vendors. The CISO manages the information security program and sets annual targets and security objectives. The program includes regular risk assessments and recurring internal and external audits to evaluate the program's maturity and effectiveness. The results of these assessments and audits help inform decisions to make program adjustments and ensure that security objectives are effective and up to date. Additional features of our cybersecurity program include security controls, such as firewalls and intrusion detection systems; data loss prevention tools; penetration testing of network, cloud, and application platforms; security assessments of third-party vendors; and security awareness education for employees and specialized training for our information security specialists.</p> <p>In the event of a cyber incident which may be considered "material" under the SEC's disclosure rules, Wynn Resorts has established a separate committee comprised of the General Counsel, the Chief Financial Officer, the Chief Privacy Counsel, and the CISO. The Materiality Committee is responsible for determining whether a cyber incident, or series of incidents, is "material" and requires disclosure under Item 1.05 of Form 8-K as well as informing the Board of Directors about the incident from a risk oversight perspective. Additional information on Wynn Resorts' information security governance can be found in the Wynn Resorts 10-K: Item 1C. Cybersecurity, p. 33.</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 ¹	Total Energy Consumed	Wynn Resorts 2023 ESG Report : Environmental Highlights, p. 29;												
		Percentage Grid Electricity	<table border="1"> <thead> <tr> <th colspan="2">Wynn North America Electricity Consumed from the Grid</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>84%</td> </tr> <tr> <td>2020*</td> <td>83%</td> </tr> <tr> <td>2021</td> <td>83%</td> </tr> <tr> <td>2022</td> <td>78%</td> </tr> <tr> <td>2023</td> <td>73%</td> </tr> </tbody> </table> <p>*North America Totals include Encore Boston Harbor beginning in 2020.</p>	Wynn North America Electricity Consumed from the Grid		2019	84%	2020*	83%	2021	83%	2022	78%	2023	73%
		Wynn North America Electricity Consumed from the Grid													
2019	84%														
2020*	83%														
2021	83%														
2022	78%														
2023	73%														
Percentage Renewable	<table border="1"> <thead> <tr> <th colspan="2">Wynn North America Electricity (produced or procured) from Renewables</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>16%</td> </tr> <tr> <td>2020</td> <td>13%</td> </tr> <tr> <td>2021¹</td> <td>13%</td> </tr> <tr> <td>2022^{2,3}</td> <td>56%</td> </tr> <tr> <td>2023^{2,4}</td> <td>29%</td> </tr> </tbody> </table> <p>¹North America totals include Encore Boston Harbor beginning in 2020. ²Encore Boston Harbor's total renewables in 2021 - 2023 include a mix of physically owned renewable generation and green-e Certified RECs purchases. ³Our 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.) ⁴Our approach calculating the percentage of electricity consumption from renewables at Wynn Las Vegas adjusted in 2023 to only include our retired RECs for state Renewable Portfolio Standard compliance.</p>	Wynn North America Electricity (produced or procured) from Renewables		2019	16%	2020	13%	2021 ¹	13%	2022 ^{2,3}	56%	2023 ^{2,4}	29%		
Wynn North America Electricity (produced or procured) from Renewables															
2019	16%														
2020	13%														
2021 ¹	13%														
2022 ^{2,3}	56%														
2023 ^{2,4}	29%														
Water Management	SV-HL-140a.1; FB-RN-140a.1	Total Water Consumed, Percentage in Regions with High or Extremely High Baseline Water Stress	Wynn Resorts 2023 ESG Report : GRI 303, p. 8;												
Labor Practices	SV-HL-310a.1; FB-RN-310a.1	Voluntary Turnover Rate for All Employees	Wynn Resorts 2023 ESG Report : GRI 401-1, p. 10;												
		Involuntary Turnover Rate for All Employees													
	SV-HL-310a.3; FB-RN-310a.2	Average Hourly Wage, by Region	The average hourly wage for Wynn Employees in North America was \$41.12 in 2023.												
Percentage of Hotel Employees Earning Above Minimum Wage, by Region		100% of Wynn Employees in North America earned above minimum wage in 2023.													
	SV-HL-310a.4	Description of Policies and Programs to Prevent Worker Harassment	Wynn Resorts 2023 ESG Report : Preventing Harassment and Discrimination, p. 35; Facilitation of Non-Compliance Reporting & Whistleblower Protections, p. 34; Human Rights, p. 35;												

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	<p>Responsible Gaming and Responsible Marketing</p> <p>All Wynn Resorts properties in North America and WynnBET, our online wagering entity, adhere to the American Gaming Association (AGA)'s Code of Conduct for Responsible Gaming. We pledge to make responsible gaming an integral part of our daily operations.</p> <p>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. In the absence of any such request, Wynn reserves the right to exclude a patron from gaming without their request. We also offer the option for patrons to self-limit or self-exclude, including from the WynnBET site/application. In August 2023, WynnBET was closed and will no longer be included in company operations.</p> <p>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.</p>							
	SV-CA-260a.2	Percentage of Online Gaming Operations that Implement the National Council on Problem Gambling (NCPG) Internet Responsible Gambling Standards	<p>Responsible marketing is part of the communication strategy across our business and is part of our commitment to responsible gaming. Our advertising includes a responsible gaming message and a toll-free helpline 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, while responsible gambling information is available in all our apps and web-based programs. To adhere to the AGA's Code of Conduct, we do not feature marketing designed to appeal to individuals under the age of 21. 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.</p>							
Smoke-Free Casinos	SV-CA-320a.1	Percentage of Gaming Floor Where Smoking is Allowed	45% of Wynn gaming area in North America was smoke-friendly in 2023.							
	SV-CA-320a.2	Percentage of Gaming Staff Who Work in Areas Where Smoking is Allowed	<table border="1"> <thead> <tr> <th colspan="2">2023 Percentage of North America Employees in Smoke-Friendly Gaming Areas</th> </tr> </thead> <tbody> <tr> <td>Wynn Las Vegas</td> <td>73%</td> </tr> <tr> <td>Encore Boston Harbor</td> <td>0%</td> </tr> <tr> <td>Wynn North America Total</td> <td>39%</td> </tr> </tbody> </table>	2023 Percentage of North America Employees in Smoke-Friendly Gaming Areas		Wynn Las Vegas	73%	Encore Boston Harbor	0%	Wynn North America Total
2023 Percentage of North America Employees in Smoke-Friendly Gaming Areas										
Wynn Las Vegas	73%									
Encore Boston Harbor	0%									
Wynn North America Total	39%									
Internal Controls on Money Laundering	SV-CA-510a.1	Description of Anti-Money Laundering Policies and Practices	Wynn Resorts 2023 ESG Report : Anti-Money Laundering, p. 34;							

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>Ecological Impacts</p> <p>No Wynn Resorts properties were in the following protected sites in 2023:</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 2023 ESG Report: Environmental Highlights, p. 29;</p>
Climate Change Adaption	SV-HL-450a.1	Number of Lodging Facilities Located in 100-year Flood Zones	<p>Climate Change Adaption</p> <p>Using the Federal Emergency Management Agency (FEMA) National Flood Hazard Layer (NFHL) Map for our North American properties, Wynn identified Encore Boston Harbor resort to be in a Special Flood Hazard Area (SFHA) in 2023. 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>

SASB Restaurant Standards

TOPIC	SASB CODE	DISCLOSURE DETAIL BREAKDOWN	DISCLOSURE
<p>Supply Chain Management & Food Sourcing</p>	<p>FB-RN-430a.2</p>	<p>Percentage of eggs that originated from a cage-free environment</p>	<p>Our Commitment to the Humane Care of Animals</p> <p>Wynn Resorts' reputation for integrity and ethical conduct extends to all areas of our business. Consequently, we consider the humane care of animals a priority throughout our supply chain. As an internationally recognized brand, we work to use our scale, reputation, and influence to positively impact our planet, our guests, and our suppliers.</p> <p>We have adopted an animal welfare policy that reflects our commitment to excellence and caring about everyone and everything. We prioritize vendors and suppliers who demonstrate and certify responsible practices in animal care, such as the World Organization for Animal Health's Five Freedoms:</p> <ul style="list-style-type: none"> • Freedom from hunger, malnutrition, and thirst • Freedom from fear and distress • Freedom from heat stress and physical discomfort • Freedom from pain, injury, and disease • Freedom to express normal patterns of behavior <p>With millions of meals served annually in our resorts, we recognize the need to offer a variety of food options while also being steadfast in our commitment to ensuring the ethical sourcing of food, and the health and care of the animals for food and animal-source foods in our supply chain.</p> <p>For example, we work with partners like Mary's Free-Range Chicken, which is certified by the Global Animal Partnership (G.A.P.) and is actively engaged in improving the lives of chickens from beginning to end, raising them humanely and with compassion. We also work closely with our suppliers to source cage-free eggs. One hundred percent of the eggs used in our U.S. resorts were cage-free in 2023. More than 85 percent of our eggs in Macau were cage-free in 2023, and we have made a commitment to achieve 100 percent by 2026.</p> <p>None of our bath amenities are tested on animals and we do not sell products that have been tested on animals. Amenities such as down and feather pillows are ethically sourced, as are products which use animal hair or fur. We discourage the use of animals in entertainment in our theaters, and in the rare instance in which animals are used, we require certification that any animals that appear onstage are treated humanely.</p> <p>Our employees also volunteer their time to work at organizations which care for and support animals. We also financially support animal welfare organizations in the communities in which our employees live and we operate. They include:</p> <ul style="list-style-type: none"> • Horses 4 Heroes Ranch, Las Vegas • Cat Cafe at Hearts Alive Village, Las Vegas • The Animal Foundation, Las Vegas • Labor of Love at Gilcrease Sanctuary, Las Vegas • Animal Rescue League, Boston • Last Hope K9 Rescue, Boston • ANIMA, SAR (Special Administrative Region) of Macau • Everyone Stray Dogs Volunteer Group, SAR Macau

SASB Restaurant Standards

TOPIC	SASB CODE	DISCLOSURE DETAIL BREAKDOWN	DISCLOSURE
<p>Supply Chain Management & Food Sourcing</p>	<p>FB-RN-430a.3</p>	<p>Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare</p>	<p>Animal Welfare The K9 Unit at Wynn Las Vegas retains Platinum Level accreditation through the International Casino and Resort Working Dog Association, a third-party organization that audits procedures and facilities for best practices in animal welfare. Extensive training is required for K9 staff responsible for animal handling, including completion of coursework at a school for K9 handlers, field training with an experienced handler, and employee shadowing, which requires about six weeks of education and hands-on training. K9 staff are required to maintain their training knowledge by passing an annual third-party certification program, while also completing at least 32 hours of continuing education and professional training each year.</p> <p>Wynn maintains exceptional standards of animal welfare in its K9 program facilities. The 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 for animal comfort during warm weather. Large individual kennels are maintained for each dog, cleaned daily, and furnished with sound dampening equipment, auto-filling water bowls, and large beds to reduce stress.</p> <p>Top Dogs Wynn has the longest continuously running canine unit on the Las Vegas Strip and features the most highly decorated resort K9 unit in the world. At the 2023 Las Vegas Metro Police Department K9 Trials, Wynn's K9 team took the Top Casino K9 Unit award with individual first place and third place explosive detection trophies. Additionally, the Wynn K9 team competed at the International Casino & Resort Working Dog Association K9 Trials, bringing home the Top Casino K9 Team award along with first place and third place in explosives detection.</p>

Environmental Highlights

GREEN BUILDING CERTIFICATIONS



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 is committed to designing and building resorts to the highest levels of climate resiliency, integrating the latest technologies and practices in energy efficiency.

Wynn incorporates the following active design features into its resorts:

- Heating and cooling systems that can be shut down during times of low or no usage.
- 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.

Wynn incorporates the following passive design features into its resorts:

- Building insulation that targets specific R-values for walls, roofs, and soffits.
- Design features to reduce thermal bridges and minimize heat transfer.
- High-reflective roof materials, which 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 use expanded temperature set-points and comfort criteria to save energy.
- Program spaces and furniture are optimally arranged to promote passive heating and cooling.



29% of electricity consumed by Wynn properties in North America was produced or procured by renewables in 2023.

Historical Environmental Awards



2022 GLOBAL VISION AWARD

Wynn Resorts was recognized by *Travel + Leisure* magazine as the winner of 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.



JAMES D.P. FARRELL AWARD

Encore Boston Harbor earned the James D.P. Farrell Award for Brownfields-Remediation 2020 Project of the Year from the Environmental Business Council of New England. The award acknowledged Encore Boston Harbor's redevelopment and revitalization of the former Monsanto Chemical Company site on the Mystic River in Everett, Massachusetts, which involved removal of 890,000 tons of contaminated soil and construction of a living shoreline.



2019 ONBOARD AWARD

Boston Harbor Now, a nonprofit focused on the revitalization of the historic waterway, awarded Encore Boston Harbor with the 2019 Onboard Award.



2019 MYSTIC CHAMPION AWARD

The Mystic River Watershed Association, an environmental justice-focused group, awarded Encore Boston Harbor with the 2019 Mystic Champion Award.



NINTH IN THE U.S. FOR LARGEST CORPORATE SOLAR INSTALLATIONS

In a 2019 Solar Energy Industries Association Report, Wynn Las Vegas ranked ninth in the U.S. for largest corporate solar installations.



2018 SILVER PREVUE VISIONARY AWARD

Prevue Meetings & Incentives awarded the 2018 Silver Prevue Visionary Award for Best Sustainable/Green Meetings Experience to Wynn Las Vegas.



2018 GREEN POWER PARTNERSHIP

Wynn Las Vegas has been a member of the U.S. Environmental Protection Agency's Green Power Partnership since 2018.



2018 ENVIRONMENTAL MERIT AWARD

U.S. Environmental Protection Agency awarded the 2018 Environmental Merit Award to Encore Boston Harbor.



2018 MASSACHUSETTS CLEAN ENERGY CENTER'S ACES GRANT

Encore Boston Harbor received the Massachusetts Clean Energy Center's Advancing Commonwealth Energy Storage (ACES) Grant in 2018.

Environmental Highlights

APPROACH TO EMISSIONS REPORTING

Wynn reports direct and indirect emissions for its North American resorts. 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 Aviation are also included in our 2023 disclosure. Wynn Sports Interactive (WynnBET) is no longer included in 2023 disclosures due to reduced operations. Our emissions reporting program recognizes the guidance and principles of The Greenhouse Gas Protocol’s Corporate Accounting and Reporting Standard.

Wynn accounts for annual emissions based on activities within its operational control and presents findings at a regional or property basis for clarity. Fuel reports from internal operations and external partners provide data. With the exception of Scope 2 emissions in 2023 at Wynn Las Vegas, Wynn calculates 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.

Wynn North America Carbon Dioxide Emissions (Metric Tons CO ²)												
Property	Wynn Las Vegas			Encore Boston Harbor			Wynn Sports Interactive			WNA		
	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total
2019	193,213	105,151	298,364	0	0	0	0	0	0	193,213	105,151	298,364
2020	151,151	66,621	217,772	3,894	2,951	6,845	0	0	0	155,045	69,572	224,617
2021	327,709	67,632	395,341	13,824	0	13,824	19	0	19	341,552	67,632	409,184
2022	296,699	38,843	335,542	13,892	752	14,644	15	0	15	310,606	39,595	350,201
2023	317,196	40,609	357,805	13,497	7,294	20,791	0	0	0	330,693	47,903	378,596

Wynn North America Fuel Consumption 2023		
Jet Fuel	4,408,720	lbs
Gasoline	93,654	gallons
Diesel	22,990	gallons
Natural Gas	8,051,597	therms
Propane	36,461	gallons

Wynn North America Power Consumption by Energy Type						
Year	Non-renewable		Renewable		Total Consumption	
	MWh	Gigajoules	MWh	Gigajoules	MWh	Gigajoules
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
2023 ^{3,5}	155,416	559,498	63,725	229,411	219,142	788,910

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 - 2023 include a mix of physically owned renewable generation and green-e Certified RECs purchases.

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.

⁵ Our approach calculating the percentage of electricity consumption from renewables at Wynn Las Vegas adjusted in 2023 to only include our retired RECs for state Renewable Portfolio Standard compliance.

Community Impact Highlights

CHARITABLE CORPORATE GIVING

In 2023, Wynn Resorts gave more than \$6.4 million in cash and more than \$2.4 million in in-kind donations to nonprofit organizations in North America within its corporate giving pillars of education, cultural enrichment, and vibrant communities.

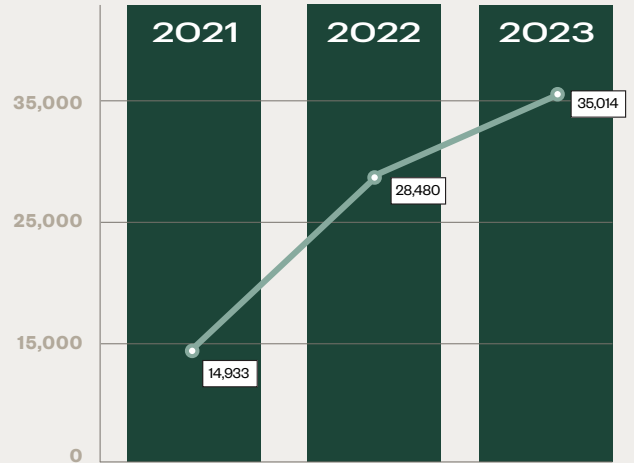
WYNN RESORTS FOUNDATION DONATIONS AND GRANTS

The Wynn Resorts Foundation is a charitable giving foundation providing a pathway to philanthropy for employees to donate to their favorite causes.

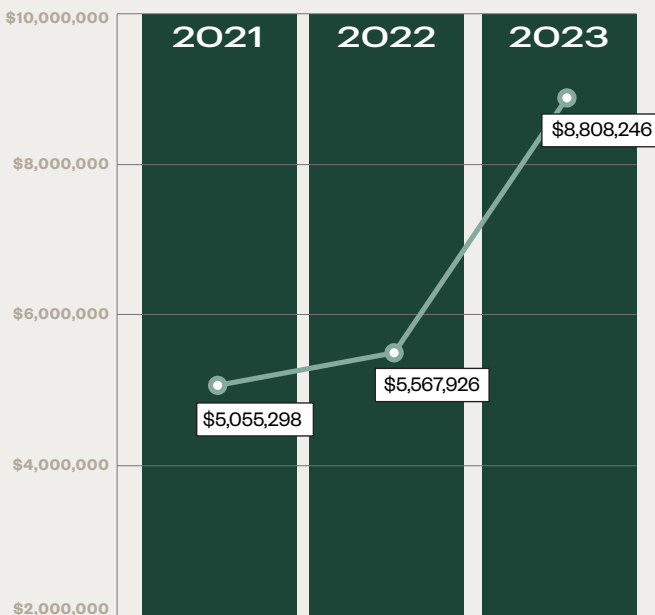
2023 was a historic fundraising year for the Wynn Resorts Foundation. Special fundraising events and generosity from employees led to more than \$1.1 million being raised to support various causes throughout our communities.

Employees dedicated their charitable giving to more than 300 approved causes and the Wynn Resorts Foundation Community Grant Fund.

WYNN NORTH AMERICA EMPLOYEE VOLUNTEER HOURS



WYNN RESORTS CASH AND IN-KIND COMMUNITY DONATIONS IN NORTH AMERICA* (USD)



*Totals for 2021 - 2022 were recast to include in-kind donations, which were previously not included in this chart.

DOLLARS FOR DOERS

Wynn Resorts supports 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 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 2023, 19 individual employees and eight employee groups earned these grants, totaling \$36,750.

REPORTING ACCURATE VOLUNTEER HOURS

Transparency and accuracy in timekeeping are essential to quantifying the impact of Wynn's initiatives. The 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 volunteer work. Volunteer hours earned during Company-sponsored events are entered on behalf of each volunteer with a signed waiver for each event. To account for human error in collecting personal hours, the Community Relations team continually audits entries to validate the activity and organization, and removes mistaken duplications or unauthorized activities.

Community Impact Highlights

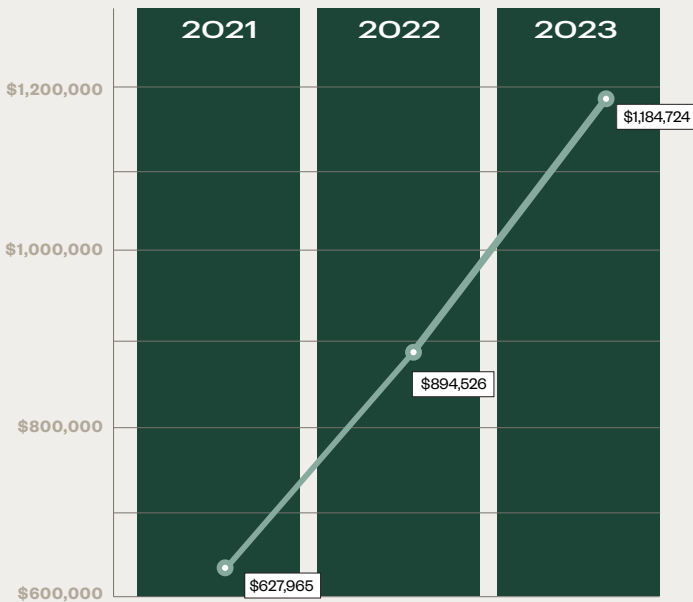
GIVING SEASON 2023

Giving Tuesday is an annual global movement to promote charitable giving and volunteerism. Wynn Resorts participates in Giving Tuesday annually and has expanded efforts into a Giving Season, with a dynamic offering of activities to maximize the Company's assets and resources which 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. Across North America, Wynn employees turned out for the following Giving Season activities:

- **Feed the Funnel:** More than 1,900 Wynn employees, friends, and community partners came together over three days to pack more than one million meals for Three Square, Greater Boston Food Bank, and six other local organizations in Las Vegas and Boston.
- **Holiday Toy Drive and Pajama Distribution:** 322 toys and 4,000 pairs of pajamas were collected and donated to benefit students in the Everett School District. Wynn Resorts provided \$60,000 in programming support for a pajama and book distribution to students of Petersen Elementary.
- **Wynn Products and Bake Sales:** Bake sales raised \$2,605 and Wynn surplus product sales raised \$52,534 for the Wynn Resorts Foundation Community Grant Fund.
- **Wynn Golf Club Benefit:** Wynn Golf Club hosted a benefit supporting Three Square Food Bank and HELP of Southern Nevada, raising \$22,850.
- **Donation Match and Meal Service for Catholic Charities of Southern Nevada:** Wynn employees served 567 guests at Catholic Charities with meals that were prepared by the Wynn Las Vegas culinary team. Wynn Resorts also matched the first \$25,000 in donations raised by the charity, contributing to a total of \$91,626 raised on Giving Tuesday to benefit Catholic Charities.

SPECIALTY FUNDRAISING AND EMPLOYEE GIVING TO THE WYNN RESORTS FOUNDATION IN NORTH AMERICA*

(USD)



*Employee Giving represents employee donations to nonprofits and Foundation Grant Funds. Specialty Fundraising activity includes donations from employees or external partners from company-organized events.

SPRING FLING

Spring Fling at Wynn Las Vegas raised \$20,775 for Adam's Place, an organization providing grief counseling to children and families experiencing loss. With the Wynn Resorts Corporate Match, the nonprofit received \$41,550 to support Camp Cope, which provides programs, activities, and resources for families dealing with grief.

Community Impact Highlights

NONPROFIT COMMUNITY ENGAGEMENT PROGRAMMING

Wynn Resorts has created 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 2023, Wynn Resorts hosted its annual Nonprofit Leadership Retreats at Wynn Las Vegas and Encore Boston Harbor. Wynn Resorts offered a tailored leadership development retreat program for key nonprofit leaders to learn from company executives and external collaborators. The Retreat offers nonprofits the opportunity to engage with nonprofit peers—across multiple leadership levels—to connect, inspire, and learn.

The Nonprofit Leadership Retreat at Wynn Las Vegas brought together 300 nonprofit representatives who serve Southern Nevada’s most critical needs. They interacted with Wynn executives with the goal of building new connections and sparking collaboration. Senior executives from Wynn Resorts, Wynn Las Vegas, and Wynn Design and Development led roundtable discussions with nonprofit representatives on shared challenges and opportunities for community development. The event included a fireside chat with the President of Vegas Golden Knights, moderated by Wynn Resorts EVP and General Counsel, and a presentation on leadership from the COO of Wynn Resorts North America. Throughout the day, there were networking opportunities for nonprofits to broaden their relationships with peers, and a bake sale to support Maui Relief efforts with Wynn Resorts matching the \$3,590 raised.

Encore Boston Harbor’s Nonprofit Leadership Retreat brought together more than 75 nonprofit leaders from 39 Boston-based organizations. The retreat included fireside chats on community relations, panels on diversity and inclusion and philanthropy, with special presentations from the resort President on managing employees across generations. A keynote speaker presented on mindfulness.

NONPROFIT LEADERSHIP FELLOWS PROGRAM

In its second year, the 2023 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.

Twelve nonprofit chief executives were selected for the Wynn Resorts Nonprofit Leadership Fellows cohort. 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: Communities in Schools, Grant a Gift Autism, Las Vegas Natural History Museum, The Raiders Foundation, Cupcake Girls, Broadway in the Hood, Fulfill Las Vegas, Cure for the Kids, United Service Organizations (USO), Spread the Word Nevada, Teach for America, and HELP of Southern Nevada.

Governance

BOARD ROLE IN ESG RISK OVERSIGHT

The responsibility for Wynn Resorts' Environmental, Social, and Governance program is overseen by the Board of Directors and Chief Executive Officer.

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

The Wynn Resorts 2023 ESG Report has been reviewed and approved by the CEO, with input from the Chief Financial Officer, EVP and General Counsel, Chief Communications Officer, and Chief Accounting Officer.

RISK OVERSIGHT

The Board's goals are to build value for shareholders and to promote the vitality and sustainability of the Company for its customers, employees, communities in which it does business, the planet, and the other individuals and organizations with whom the Company shares interests. To achieve these goals, the Board oversees the Company's areas of risk.

- The Board assesses risks to long-term strategic objectives, including threats related to our people, our communities, and our planet, such as climate change. The Company addresses these risks through environmental, social, and governance (ESG) initiatives.
- The Board, as a whole and through its Committees, reviews and approves management's process for identifying, managing, and mitigating these risks. While the Board is responsible for overall risk oversight, it assigns certain areas of risk oversight to its Committees and the Company's Compliance Committee.
- The Company maintains a Compliance Program that features an independent Compliance Committee comprised of individuals with extensive familiarity with law enforcement, regulated businesses, ethics, and gaming compliance who are not otherwise affiliated with the Company. The Committee oversees and ensures 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 takes 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 part of their meetings to review and discuss specific risk topics in greater detail.

PAUL LIU JOINS THE BOARD OF DIRECTORS

In August 2023, Wynn Resorts welcomed Paul Liu to the Board of Directors. Mr. Liu, who is fluent in Chinese, brings significant professional experience in entertainment, hospitality, and financial services both in China and the Asia Pacific region. He has a proven track record of development success in the luxury and hospitality fields, as well as a unique understanding of business talent in the Asia Pacific market. The Board will also benefit from Paul's active interest in Sino-American relations and his membership on the National Committee on U.S. - China Relations.

With the addition of Mr. Liu, Wynn Resorts' director tenure averages five years, well below the S&P average. Board diversity now stands at 67% including four female directors and two directors who contribute racial/ethnic diversity. That number hews closely to the diversity of our line-level employee base at 60% racial/ethnic diversity.

Governance

CODE OF BUSINESS CONDUCT

Our business depends on our entire team's reputation for integrity and principled business conduct.

The purpose of our Code of Business Conduct and Ethics is to reinforce Wynn's unwavering 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 is everyone's responsibility, and is overseen by our Board, which promotes and safeguards compliance with our policies.

ANTI-CORRUPTION

Wynn Resorts' Anti-Corruption Policy, which applies to Wynn Resorts and our subsidiaries, ensures all business practices fully comply with applicable anti-corruption laws. All employees must immediately report actual or potential violations of Company policy or anti-corruption laws, whether by employees or third parties, to the Chief Global Compliance Officer. The CGCO, who reports to the independent Compliance Committee, is responsible for the Company's compliance with the Anti-Corruption Policy.

Board Members and senior executives are regularly trained on anti-corruption policies. Also, all new employees receive comprehensive ethics and business conduct training and must acknowledge their understanding of the Company's Code of Business Conduct and Ethics.

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 periodic money laundering risk assessment, which informs our AML compliance policies, procedures, and controls. We follow industry best practices to maintain an effective AML program, which includes:

- Establishing a system of internal controls, 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 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 responsible for ensuring the Company's management implements and maintains an effective AML compliance program. 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.

FACILITATION OF NON-COMPLIANCE REPORTING AND WHISTLEBLOWER PROTECTIONS

For grievances or reporting violations of Company policies, employees have several 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.

Governance

HUMAN RIGHTS

Wynn Resorts advocates for the fundamental human rights of everyone: our employees, guests and the communities where we operate. Wynn Resorts aligned Company policies under the United Nations Global Framework of Human Rights in Business through our Human Rights Policy and the Universal Declaration of 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 encourages 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

PREVENTING HARASSMENT AND DISCRIMINATION

Wynn Resorts believes 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 believes 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 annual mandatory training, the Preventing Harassment and Discrimination Policy and in the Employee Interaction with Guests and Other Third Parties Policy.



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