



2023 CORPORATE RESPONSIBILITY REVIEW

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Message from Craig S. Billings, CEO



If you're reading this letter, you likely read many reports like ours. Nearly all begin with a letter from the CEO and most recap everything you can read in the report.

Like most everything at Wynn Resorts, we take a different approach. Instead of a cursory recap, I want to lay out the tenets of our ESG program. Of course, these are not the only things that matter to us, but they are the things that underpin all our ESG thinking and activities. We do not change these beliefs based on the current trend. They are items we do not compromise on.

WE WALK THE TALK

If you look at our Core Values and Behaviors in this report, you will see that the ideals of caring for people, fair treatment, taking personal responsibility, and driving ongoing improvement are built into who we are. Those values, in turn, influence who we hire, and that makes all the difference in a business like ours. When you have a company populated with those who share the same people-focused values, decision-making is quick, and you land on the ethical and just side of decisions.

PEOPLE COME FIRST

We make decisions based on the best outcomes for people, whether they are our employees, our guests, or our shareholders, not some corporate entity. As an example, when people join our team, we commit to providing them with a career, not merely a job. To further fulfill that promise, we recently increased the scope of our learning and development programs to include a robust leadership development program that immerses up-and-coming leaders in Wynn culture and values. We also created more advanced programs focused on our high-potential mid- and upper-level employees to prepare them to lead us into the future. To accomplish that we've increased our investment in L&D by nearly 75 percent. The resulting increase in higher-performing teams and increased employee retention rates will reap benefits for our shareholders in the not-to-distant future.

Another example: last year, after a period of record inflation, we negotiated an agreement with our labor unions that gave our frontline people record wages and solid, long-term benefits. Our employees know we have their back, they're at the top of their game, and in turn, Wynn Resorts just delivered a year of best-ever financial results for our shareholders.

WE ARE NOT PERFORMATIVE

We are not interested in looking good, we are interested in *doing* good. When we tackle tough problems, we go deep and do not concern ourselves with who gets the credit. We did not distribute news releases touting our program to develop new talent from HBCUs, our new CLIMB program to grow internal talent to meet our expansion opportunities or brag about our leadership to organize a sustainable solution for Las Vegas' unhoused population. Want to know more about those initiatives? It's in the report.

WE STAY TRUE TO WHO WE ARE

We fundamentally believe it is possible to operate responsibly while creating luxury experiences—because offering luxury does not mean being wasteful. Things such as our trash sorting and food waste recycling programs in Las Vegas, our internal water bottling programs in Macau, and our solar energy battery storage program in Boston all help us to be responsible with zero diminishment to the guest experience. We believe they enhance it because Wynn guests know we are doing the right things on their behalf.

Those are the things that matter and make the difference at Wynn Resorts, now and into the future.

Sincerely,

A handwritten signature in black ink, appearing to read 'Craig S. Billings'. The signature is fluid and cursive, written in a professional style.

Craig S. Billings
Chief Executive Officer
Wynn Resorts Limited

What Makes Wynn, Wynn?



Wynn Resorts is a global company based in the U.S. with more than 27,800 highly diverse employees in North America, Macau, and the United Arab Emirates. Wynn provides experiences that place our resorts at the top of the most respected global rankings.

These core values describe the heart of our Company’s most valuable asset—our people. Our employees exhibit genuine care for our guests, using these core values to provide a level of service found only in our world-class resorts and to create unparalleled guest experiences which make Wynn the place to “see and be seen.” Wynn employees are the best at what they do because of our rigorous training, leadership development, and a culture of proprietorship.



Wynn Resorts Properties

WYNN AND ENCORE LAS VEGAS

Wynn and Encore Las Vegas feature two luxury hotel towers with spacious accommodations, suites and villas, casinos, dining experiences, award-winning spas, meeting and convention space, retail, theaters, two nightclubs, and Wynn Golf Club.

ENCORE BOSTON HARBOR

Encore Boston Harbor is a luxury resort featuring a casino, hotel rooms, an ultra-premium spa, specialty retail, casual and fine dining, and state-of-the-art meeting spaces. Situated on the waterfront along the Mystic River in Everett, Massachusetts, the resort has created a six-acre public park and Harborwalk along the shoreline.

WYNN MACAU

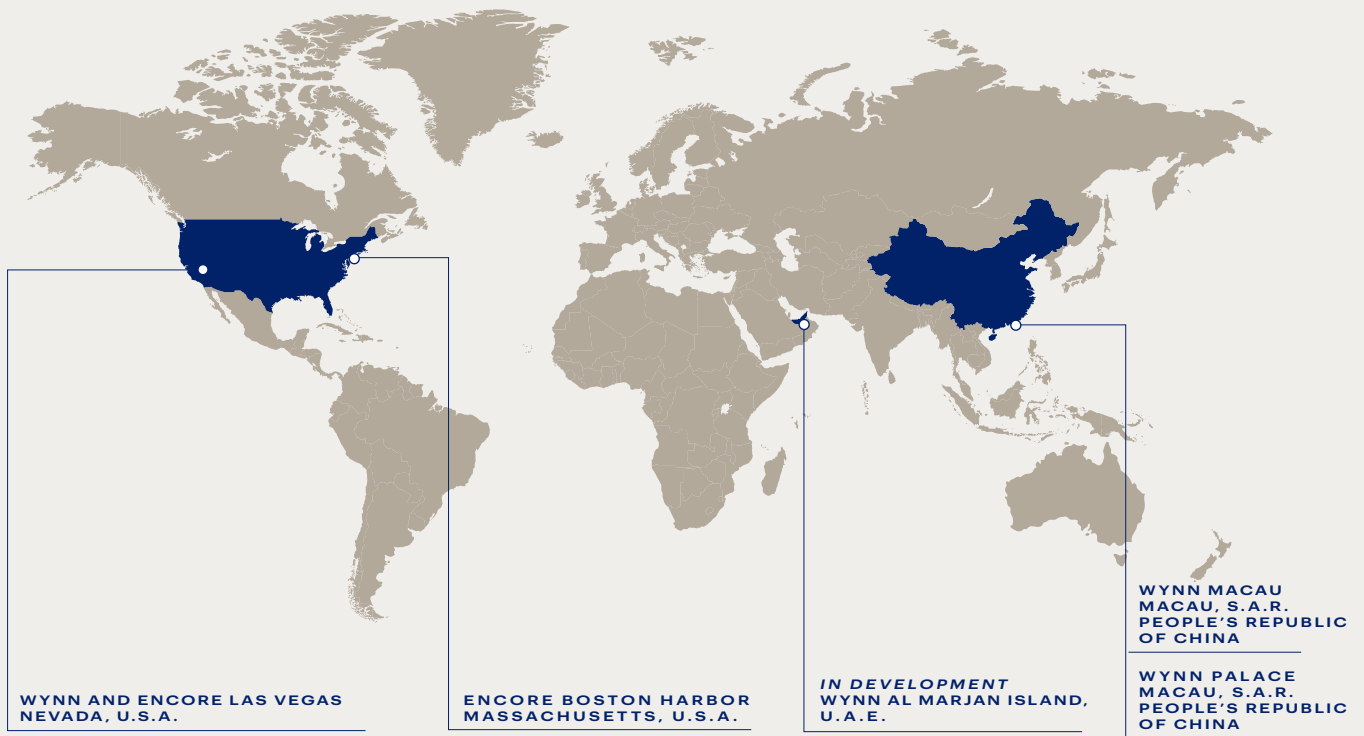
Wynn Macau is a luxury hotel and casino resort located in the Macau Special Administrative Region of the People's Republic of China with two luxury hotel towers, restaurants and bars, meeting and convention space, retail, two opulent spas, and a rotunda show.

WYNN PALACE

Wynn Palace is a luxury integrated resort in Macau. Designed as a floral-themed destination with exquisite rooms, suites and villas, a casino, restaurant and bars, meeting and convention space, designer retail, SkyCabs that traverse a Performance Lake, an extensive collection of rare art, state-of-the-art spa with a cryo chamber, salon, and recreation facilities.

WYNN AL MARJAN ISLAND

Wynn Resorts, Al Marjan Island 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 10 dining and lounge experiences, a wide variety of entertainment choices, a gaming area, and other amenities.



What We Believe

Wynn employees take ownership of the guest experience, providing exceptional service with genuine empathy and a passion for surpassing guest expectations. We purposefully speak first about our people because Wynn employees are the creators of the unforgettable experiences, for which our guests return. Our resorts allow us to provide superior service and an ability to surprise and delight customers while respectfully stewarding our planet and communities.

COMPANY COMMITMENTS

Wynn Resorts makes commitments that go beyond customary business practices. The Company continues to lead through the challenges presented by an evolving climate and adapting world. Wynn pursues programs to enrich and connect our communities, diversify leadership at the highest level of the Company, and decarbonize our operations.

CORPORATE SUSTAINABILITY GOALS

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

NET-ZERO BY 2050*:

To reduce or offset all carbon dioxide (CO2) produced by our operations no later than 2050.

CARBON DIOXIDE EMISSIONS PEAK BY 2030:

To stop and reverse year-over-year growth of operational carbon dioxide (CO2) emissions by 2030.

50 PERCENT RENEWABLE ENERGY PROCUREMENT BY 2030:

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

WYNN CHARITABLE GIVING PILLARS

Through the Wynn Resorts Foundation, the Company provides monetary donations and in-kind support to nonprofits throughout North America that align with our initiatives in education, cultural enrichment, and vibrant communities.

EDUCATION:

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

CULTURAL ENRICHMENT:

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

VIBRANT COMMUNITIES:

Making our communities better places to live.

* Wynn Resorts' 2050 and carbon peak sustainability goals apply to global operations, while the renewable energy goal for 2030 applies only to North American operations. Wynn Macau, Limited operations are aligned with our ultimate 2050 goal and have modified milestones toward that date, which reflect their regional targets and alignment with criteria from the Hong Kong Stock Exchange. Details on the Wynn Macau, Limited progress toward our corporate goals can be found in the Wynn Macau, Limited Sustainability Report [here](#).



Wynn North America ESG Highlights



Employee giving and specialty fundraising for the Wynn Resorts Foundation raised a record-breaking **\$1.1 MILLION** in 2023.



Wynn Resorts employees in North America volunteered more than **35,000 HOURS** of their time in 2023.



In North America, Wynn Resorts gave almost **\$9 MILLION** in cash and in-kind donations to charitable organizations in 2023.



Water consumption in 2023 at Wynn Las Vegas has **REDUCED BY 4%** compared to 2019, **DESPITE A 3% INCREASE** in annual occupied rooms.



Wynn Las Vegas and Encore Boston Harbor recycled more than **4,000 POUNDS** of soap in 2023 through our partnership with Clean the World.



Points of Light awarded Wynn Resorts the **CIVIC 50 AWARD** in 2023 for being one of the 50 most community-minded companies in America.



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



As part of our commitment to the humane care of animals, Wynn Resorts has committed to sourcing **100% CAGE-FREE EGGS** globally by 2026.

Our People



DIVERSITY & INCLUSION

In 2023, our Diversity & Inclusion Strategy focused on creating an inclusive workplace, developing marketplace and community partnerships through strategic alignment with associations and organizations, and recruiting candidates from Historically Black Colleges and Universities (HBCUs).

WYNN RESORTS DIVERSITY & INCLUSION STRATEGIC PLAN

The Wynn Resorts Diversity & Inclusion Strategic Plan, a three-phase program developed around Wynn Resorts' Core Value "Treat Everyone with Dignity and Respect," focuses on responsibility to our stakeholders to operate as a respectful workplace, welcoming environment, 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.

DIVERSITY & INCLUSION ADVISORY COUNCIL

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.

DIVERSE MEETINGS & CONVENTIONS STRATEGY

Wynn Resorts sponsored the NAACP National Convention in Boston. The Company engaged the NAACP Board of Directors and all branch presidents at a welcome reception at Encore Boston Harbor. This outreach strengthened and solidified the Company's reputation in Black and Brown communities.

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.



Our People

WORKFORCE DEVELOPMENT

SHAPING AN EMPLOYEE-CENTRIC WORKPLACE

As business volume reached an unprecedented level throughout 2023, so did the demand to hire qualified employees across all job functions. Wynn Resorts enhanced its programs to recruit and retain talent, making significant reinvestments into its workforce. Top initiatives included reinforcing company culture and creating an environment where every single person feels valued at work. The Company engaged our workforce with gatherings and celebrations, bonus compensation contests, and employee engagement surveys to measure at-work satisfaction.

“OUR VALUES AND ACTIONS” CAMPAIGN

Wynn Las Vegas and Encore Boston Harbor launched a four-week contest known as the ‘Our Values and Actions’ Campaign, to immerse employees in Wynn’s values (Service-Driven, Excellence, Artistry, and Progressive) and reward team members for demonstrating those values. Throughout the campaign, employees earned prizes when a manager observed them demonstrating one of the Actions or Values “In the Moment.” In August 2023, Wynn Las Vegas extended this to a yearlong ‘In the Moment’ program, supported by creative assets to remind employees of these values, and the simple actions they demonstrate on a day-to-day basis that bring our culture to life. Encore Boston Harbor will launch this year-long initiative in January 2024.

EMPLOYEE REFERRAL CONTEST

The Employee Referral Program rewarded current Wynn Las Vegas and Encore Boston Harbor employees with \$100 for referring line-level candidates, \$250 for supervisor-level candidates, and \$500 for management-level candidates who are hired and pass their 90-day probation period. Wynn Las Vegas took an additional step to create a quarterly referral contest rewarding \$1,500 to the employee who submitted the most successful referrals in that quarter.

EMPLOYEE ENGAGEMENT SURVEY

In 2023, Wynn Resorts continued to seek employee feedback on the workplace through a comprehensive engagement survey. Wynn Las Vegas and Encore Boston Harbor achieved 73-percent survey participation, increasing by 20 percent from 2022, as more employees realized that direct action was taken based on their feedback. Survey results found the Company exceeded hospitality and service benchmarks in all areas with a workforce that is proud of their place of employment, highly engaged in their jobs, and provided benefits beyond those of other employers. As a result of this survey, several new programs were put into place to educate employees on what other departments do day-to-day. Using insights from the engagement survey, the Company conducted town halls, feedback sessions, and open dialogues about actions that would strengthen the workforce.

EMPLOYEE APPRECIATION AND COMPENSATION

Wynn Resorts responded to rising inflation in 2023 with a cost-of-living adjustment for all non-contracted employees. This reinvestment into our workforce was based on the market findings from the compensation committee and strengthened Wynn’s employee-centric workplace.

Wynn Leaders Selected for CLIMB Program

As part of a broader collection of new employee training and development programs launching in North America in 2024, Wynn laid the groundwork and selected the first CLIMB program cohort in 2023. The CLIMB program identifies high-potential managers across department operations for a professional development certificate program. This professional development program will graduate its first cohort in 2024.



Our Community

ADDRESSING THE HOMELESSNESS CRISIS

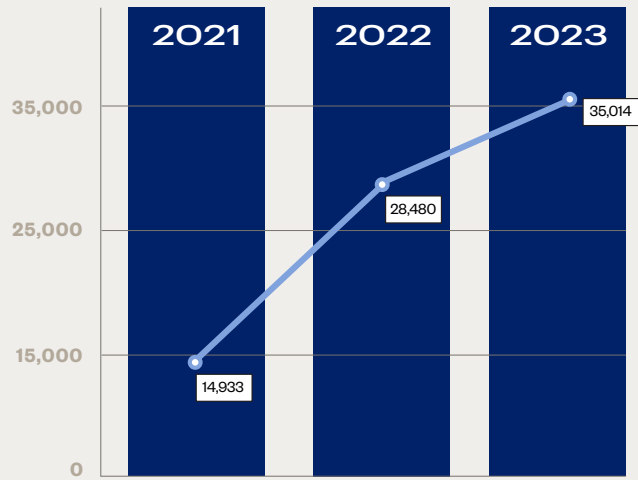
Wynn actively works with legislators, community service providers, and volunteers to support locals who are experiencing, or who are on the verge of, housing insecurity.

In 2023, Wynn spearheaded the passage of Nevada Assembly Bill 528 (AB528), working with legislators on both sides of the aisle to establish a program to provide up to \$100 million in matching funds to develop a project that provides comprehensive, sustainable, and compassionate support services to individuals and families experiencing, or at risk of, housing insecurity. This monumental legislation empowers the state to partner with private industry to work with community service providers, ensuring they have the resources needed to meet surges in demand. These programs will help address the underlying root causes and the various crises that contribute to loss of housing, including substance abuse, mental health needs, and employment.

One of the core challenges facing those who seek to re-enter society is that service providers are often located in different places and accessing the support needed for individuals and families can be an insurmountable challenge. Wynn has worked with local officials to develop a model that mirrors other major metropolitan cities, where centralizing services has resulted in success.

The legislation in AB528 is aimed to help expand and complement current regional resources by providing a systemic solution to help address the needs of Southern Nevada, and support those who provide critical health and human services in our communities.

WYNN NORTH AMERICA EMPLOYEE VOLUNTEER HOURS



Wynn Resorts is the first company to bring The Pack Shack's Feed the Funnel parties to Nevada and Massachusetts. Volunteers pack shelf-stable meals that go to charitable community partners for distribution. Since the partnership began in 2018, Wynn employees have packed millions of meals for food insecure individuals in our communities. **In 2023 alone**, Wynn volunteers collectively packed more than **2 million meals**.



Our Community

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.



Nearly 900 employees attended Spring Fling at Wynn Las Vegas, a fundraiser and specialty lunch sale **raising \$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.

Our Community

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 Las Vegas and Encore Boston Harbor worked with nonprofits throughout the year to examine community needs and sought to identify and fill in financial and resource gaps.

WYNN RESORTS FOUNDATION DONATIONS AND GRANTS

Wynn Resorts nurtures a culture of giving, which our employees echo with their actions. The Wynn Resorts Foundation is a charitable giving foundation providing a pathway to philanthropy for employees to donate to their favorite causes. Wynn supports our employees' passions by matching donations to the Wynn Resorts Foundation dollar-for-dollar. Wynn Resorts continues to have the highest corporate match in the hospitality industry, matching dollars for dollars up to \$75,000 per employee, annually.

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. The Wynn Resorts Foundation received donations from more than 3,200 employee donors.

Employees dedicated their charitable giving to more than 300 approved causes and the Wynn Resorts Foundation Community Grant Fund. The Community Grant Fund was created for employees who are passionate about giving and are not dedicated to a specific cause. Grants will be provided in 2024 to nonprofits across the communities we serve.



In North America, Wynn Resorts gave almost **\$9 MILLION** in cash and in-kind donations to charitable organizations in 2023.



Our Planet

WYNN RESORTS GREEN BUILDING AWARDS



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



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



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

PROGRESS TOWARD OUR SUSTAINABILITY GOALS: SOLAR PROGRAM COMMITMENT

Wynn Las Vegas has been a leader in investing in utility-scale solar energy projects since 2018. To continue toward its goal of supplying 50 percent of energy consumed from renewable sources by 2030, Wynn Las Vegas executed its second power purchase agreement to receive solar power directly from the Escape Solar Facility in Southern Nevada. Built on 1,000 acres of private land in Lincoln County, Nevada, the Escape project will provide 20 MW of solar energy to Wynn Las Vegas beginning in the calendar year 2025.



Our Planet

OUR COMMITMENT TO ANIMAL WELFARE

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.



As part of our commitment to the humane care of animals, Wynn Resorts has committed to sourcing **100% CAGE-FREE EGGS** globally by 2026.

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:

- 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

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.

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.

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.

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:

- 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



2023 Company Recognition



ONE OF THE WORLD'S BEST COMPANIES

TIME Magazine named Wynn Resorts one of the World's Best Companies in 2023.



ONE OF AMERICA'S BEST EMPLOYERS FOR VETERANS

Forbes Magazine named Wynn Resorts one of America's Best Employers for Veterans in 2023.



24 FORBES TRAVEL GUIDE FIVE-STARS

Wynn Resorts was recognized with 24 Forbes Travel Guide Five-Star awards in 2023, more than any other independent hotel company in the world.



RECOGNIZED BY FORBES MAGAZINE

Forbes Magazine named Wynn Resorts one of the Best Brands for Social Impact in 2023 and 2024.



ONE OF AMERICA'S GREATEST WORKPLACES FOR DIVERSITY

Newsweek recognized Wynn Resorts as one of America's Greatest Workplaces for Diversity in 2023.



WORLD'S MOST ADMIRED COMPANIES

Fortune Magazine recognized Wynn Resorts on the World's Most Admired Companies List in 2023 and 2024.



THE 2023 CIVIC 50 BY POINTS OF LIGHT

Points of Light awarded Wynn Resorts the Civic 50 Award in 2023 for being one of the 50 most community-minded companies in America.



2023 GLOBAL GAMING AWARDS

Wynn Resorts was named Land-based Operator of the Year by *Global Gaming Awards Las Vegas* in 2023.



RECOGNIZED BY THE ANTI-DEFAMATION LEAGUE

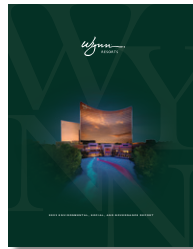
The Anti-Defamation League recognized Wynn Resorts with the Americanism Award for leadership and character in word and deed.



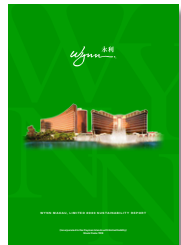
"ADL IS HONORED TO PRESENT WYNN RESORTS WITH THE 2023 AMERICANISM AWARD.

Wynn Resorts goes beyond monetary investments, prioritizing the empowerment of nonprofits and communities. Their commitment to being a force multiplier is evident in their strategic investments in organizations and teams, fostering a philanthropic and diverse community in Las Vegas. ADL is thankful and proud to work alongside Wynn Resorts in fighting hate for good and securing justice and fair treatment to all."

Company Publications



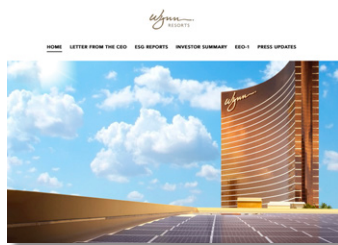
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**WYNN MACAU LIMITED
2023 SUSTAINABILITY
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