



Wynn Macau, Limited Sustainability Report 2018

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Wynn.



Contents

A Message from Our Vice Chairman	5
Welcome to Wynn Macau, Limited	6
Our Commitment	12
Economic Strength	20
Empowering Employees	24
Learning & Advancement	30
Fortifying Vibrant Communities	36
Prioritizing a Healthy Planet	50
Content Index (GRI and HKEX ESG Reporting)	56



A Message from *Linda Chen*

Wynn's vision for sustainability is, at its core, an extension of how we have always operated across our business – with an attention to detail driven by a deep commitment to the experience people have when they engage with us. That commitment extends across our corporate, social, and environmental responsibilities and deep into the roots our company has built in Macau.

This is encapsulated in our mindset of 'Care about Everyone and Everything'. We firmly believe in an approach to sustainability that goes beyond abstract environmental, economic and social factors to focus on the individuals who comprise our valued stakeholders. From our own staff to local suppliers, business partners to community representatives – we recognize that our efforts have a human impact.

This year's report speaks to the breadth of that work, covering new initiatives, deeper participation and tangible results. Our approach continues to focus on innovation, taking action, collaboration and adding shared value – values that ensure we maintain a consistent emphasis on making a difference that people can see and feel. By doing so we can ensure we are better prepared for the future and are able to maintain our shared success.

Of particular note is the expansion of our efforts to be a force for positive change in Macau and across the Greater Bay Area. Backed by our Board of Directors, our new 'Wynn Care' program has enabled us to centralize and amplify our volunteering and community engagement efforts, taking it to a new level. This is already having a tangible impact in our ability to respond to the needs of key groups in society – children, the elderly, those dealing with mental health issues and animal welfare – with more than 10,500 hours of service delivered by our WE Volunteers in 2018.

The upcoming 20th anniversary of Macau's handover is an opportune time to appreciate how the city has been transformed and energized over the last two decades. It has seized opportunities and as a result has flourished amid diverse challenges, thanks to the strength of its vision and the people that make it home. Wynn is proud to be able to play a part in ensuring that Macau thrives in the years to come by continuing to deepen our contributions to the people our business touches and the wider community.

Linda Chen
Vice Chairman, Chief Operating Officer
and Executive Director, Wynn Macau, Limited



“Our mindset of ‘Care about Everyone and Everything’ is encapsulated in our approach to sustainability. From our own staff to local suppliers, business partners to community representatives – we recognize that our efforts have a human impact. This year’s report speaks to the breadth of that work in every aspect.”



Welcome to *Wynn Macau, Limited*

Wynn Resorts, Limited, our parent company, is the highest rated resort company in the world, holding nineteen Forbes Five-Star awards across our global portfolio. Our luxury properties in the Macau Special Administrative Region of the People's Republic of China contribute fourteen Forbes Five-Star awards, where Wynn Macau continues to be the only resort in the world to hold eight individual Forbes Five-Star awards. With fourteen Forbes Five-Star awards combined, Wynn Macau and Wynn Palace are the most decorated integrated resort brand in Asia.

WYNN MACAU

Since first opening in 2006, Wynn Macau has continued to raise the bar for excellence. Wynn Macau holds the distinct honor of being the only resort in the world with eight Forbes Five-Star Awards, garnering the highly coveted awards across hotels, restaurants and two spas. Wynn Macau features two luxurious towers – Wynn and Encore – which boast more than 1,000 exquisitely furnished rooms and suites. Synonymous with exceptional dining, Wynn Macau is home to three Michelin-starred restaurants – Golden Flower, Wing Lei and Mizumi. Guests also have an opportunity to experience the outdoor swimming pool surrounded by lush gardens, discover the most fashionable names in luxury retail and enjoy artistic indulgence throughout their stay at Wynn Macau.



WYNN PALACE

Wynn Palace, our second integrated resort opened in 2016, sets the highest of standards for luxury and elegance in Macau. The resort features 1,706 impeccably furnished rooms and suites including five Garden Villas hailed by Architectural Digest as “beyond belief”. Guests will also discover award-winning restaurants, the largest spa in Macau, world-renowned retail brands at the Wynn Esplanade and versatile meeting facilities.

Wynn Palace also offers entertainment experiences from the moment one arrives, with a SkyCab ride above a spectacular, 8-acre Performance Lake. The lake features a choreographed display of water which dances playfully to music and light. Once inside, guests are greeted by large, colorful floral displays and an impressive collection of rare and original artwork curated over six years. The resort earned the coveted Forbes Five-Star triple crown for hotel, spa, and restaurant in its first year of ratings eligibility in 2018 and has extended this recognition by winning a total of six Five-Star awards in 2019.



Wynn Macau, Limited (“WML”) is traded on the Main Board of The Stock Exchange of Hong Kong (“HKEX”) and is a subsidiary of NASDAQ listed Wynn Resorts, Limited. We are a developer, owner and operator of two integrated destination casino resorts in the Macau Special Administration Region of the People’s Republic of China.

References to “Wynn”, “us”, “our” or “we” refer to Wynn Macau, Limited (the “Company”) and its subsidiaries, or any of them, and the businesses carried on by such subsidiaries, except where the context makes it clear otherwise. References to “Wynn Macau” include “Encore at Wynn Macau”.



Wynn 永利 Wynn

Luxury is defined
by people, *not buildings*

Only people make people happy

2018 Highlights

EMPLOYEE HIGHLIGHTS



We employ over
13,500
team members
at Wynn



Nearly **34%**
of our original Wynn
Macau employees
from 2006 are still
enjoying prosperous
careers with us



100% of
our employees are
awarded our Hong
Kong listed shares,
which allows our
employees to share
in the success of the
company

TALENT DEVELOPMENT HIGHLIGHTS



88,000 hours
of training provided



16,500 hours
of management skills
training



8,500 training
hours
provided to
**Career
Advancement
Graduates**

COMMUNITY HIGHLIGHTS



Launched
"Wynn Care"
to focus purely on
community initiatives



Formed our
**Community &
Government
Relations**
team to support "Wynn Care"



Donations and sponsorships of
HKD \$102
million given to Macau
organizations



more than
3,000
**Volunteer
participants**
provided more than
10,500 hours
of volunteer activity

HEALTHY PLANET HIGHLIGHTS



3 consecutive
years of reducing our
energy usage intensity



390,000
kilometers driven by
eleven electric buses
directly replacing
diesel buses



9 metric tons
of soap recycled
through Clean the
World organization

Guest Experience

Wynn has revitalized its core values and principles reinforcing our focus on creating the ultimate guest experience. As a premier luxury operator, there is no compromise when refining our offerings. For us, sustainable luxury means finding and creating synergies to enrich the lives of others. By embedding our enhanced sustainable approach into the fabric of Wynn, we aspire to go beyond excellence.



Our Values

Service-driven
Excellence
Artistry
Progressive

Our Future

We will move beyond being the best resorts in the world, to being a beacon of excellence across any industry.



Our Commitment

Wynn is first and foremost dedicated to excellence. The experience we deliver in our integrated luxury resorts is the achievement of our attention to detail. As a responsible operator, we understand that the delivery of premium luxury experiences is the product of integrating corporate responsibility into our objectives, strategies and operations.



ABOUT

This report covers the calendar year 2018 and builds upon the approach adopted for our first standalone [Sustainability Report published in 2017](#). It is intended to help our stakeholders understand how Wynn approaches sustainability issues relevant to our business, how we manage and measure our performance, and how we seek positive social impact. We refer to other publications and resources in this report for the convenience of our readers. Comprehensive coverage of our financial performance can be found in our [2018 Annual Report](#).

SCOPE

We report in accordance with Appendix 27 of the listing rules of The Stock Exchange of Hong Kong's Environmental, Social and Governance Reporting Guide, covering the core operations and activities of Wynn Resorts (Macau) S.A., and activities at Wynn Macau and Wynn Palace.

Pursuant of best practice, we have referenced the [Global Reporting Initiative \(GRI\) Standards](#) for reporting on a range of economic, environmental and social impacts. In addition, we prepared our carbon footprint using the Greenhouse Gas ("GHG") Protocol. See [HKEX ESG Reporting Guide Index](#).

RISKS AND OPPORTUNITIES

[Wynn's Sustainability Committee](#) proactively evaluates sustainability risks. This is part of an integrated company-wide risk management process within which our Board has ultimate responsibility for evaluating risk and determining the nature and extent of the risks it is willing to take in achieving the company's strategic objectives.

We acknowledge potential risks as:

- Labor or talent shortage
- Fraud, cheating or theft including fraudulent websites and cybersecurity
- Climate change (extreme weather)
- Rising costs of natural resources
- Changes in regulation

As listed above, a Macau-specific risk is obtaining, developing and retaining labor talent to assure our continued commitment to deliver Forbes Five-Star service at our Macau based resort destinations. To address this risk Wynn has created a culture of empowering our dynamic workforce. See [Empowering Employees](#) for more details.

Macau is no stranger to extreme weather and each year this is brought into sharp focus during our summer typhoon season. Climate science forecasts the intensification of tropical storms and in response, Wynn is focusing on climate resilience measures and environmentally friendly practices. See [Prioritizing a Healthy Planet](#) for more details.

Inherent in the risk reward equation, risks always have resulting associated opportunities. Wynn's Sustainability Committee's focus is to mitigate relevant risks and take advantage of the potential opportunities. We have identified the opportunities as follows:





- Talent attraction and retention
- Increased guest attraction and loyalty
- Improved operational efficiencies
- Better access to capital
- Increased shareholder value






Engaging our Stakeholders

At Wynn, we understand the importance of actively and systematically engaging with our stakeholders. The participation of stakeholders is integral to developing and achieving an accountable and strategic approach to sustainability.

We consider our stakeholders as valued long-term partners and have set up strategic, collaborative business relationships to better understand the ever-evolving needs of those impacted by the activities and decisions of our company. Our collaborations shape the content of this report as we communicate our progress to our stakeholders.

STAKEHOLDER GROUP	WHY WE ENGAGE	HOW WE ENGAGE
 <p>Employees</p>	<p>Wynn focuses on providing the industry's best workplace practices. Understanding our employees is critical to our ability to attract and retain talent.</p> <p>See Engaging Employees</p>	<ul style="list-style-type: none"> • Employee support services • Training and development • Staff informational exhibitions • Reward and recognition programs • Wynn Stories
 <p>Guests</p>	<p>Providing the ultimate guest experience is at the center of Wynn's business model. Meaningful interaction and building a strong affinity with our guests is key to understanding their evolving preferences. See Guest Experience</p>	<ul style="list-style-type: none"> • Guest service • Marketing host and loyalty programs • Guest feedback questionnaires
 <p>Investors</p>	<p>Wynn engages with its investment community, including shareholders, to understand and communicate financial and non-financial performance expectations and results.</p>	<ul style="list-style-type: none"> • Earnings releases and announcements • Meetings through investor relations channels • Filings with the HKEX
 <p>Macau Government Bureaus</p>	<p>Wynn values our relationship with the Macau SAR government bureaus and believes it is critical to understand government priorities.</p>	<ul style="list-style-type: none"> • Meetings • Briefings • Regulatory filings • Public and private forums

STAKEHOLDER GROUP	WHY WE ENGAGE	HOW WE ENGAGE
 <p>Suppliers and Local SME</p>	<p>Wynn interacts with suppliers to ensure proper procurement practices are in place. Whenever possible, Wynn procures goods and services from local sources to support Macau's SME, develop local human capital, and minimize its carbon footprint. See SME and Responsible Procurement</p>	<ul style="list-style-type: none"> • Business relationships and partnerships • Small-and-medium local enterprise partnerships (SME)
 <p>Local Communities</p>	<p>Wynn is committed to developing and enhancing local communities through numerous volunteering programs and charitable giving. See Fortifying Vibrant Communities</p>	<ul style="list-style-type: none"> • Volunteering events • Charitable giving and sponsorships • Fund raising
 <p>Non-governmental Organizations</p>	<p>Building good relationships with NGOs helps Wynn become aware of reputational and other risk issues related to its operations. It also helps Wynn better understand and address environmental, social and governance issues as they arise.</p>	<ul style="list-style-type: none"> • Media communications channels • Public and private forums • Briefings and meetings • Regular volunteering events



“ I am delighted to be part of the Wynn family. We have eyes that see the best in people. A heart to treat one another like a family, or a friend. A like-mind that moves towards the same goal, and a soul that brings love and joy to our community. ”

Brian leong

Director
HR Creative & Team Member Communications

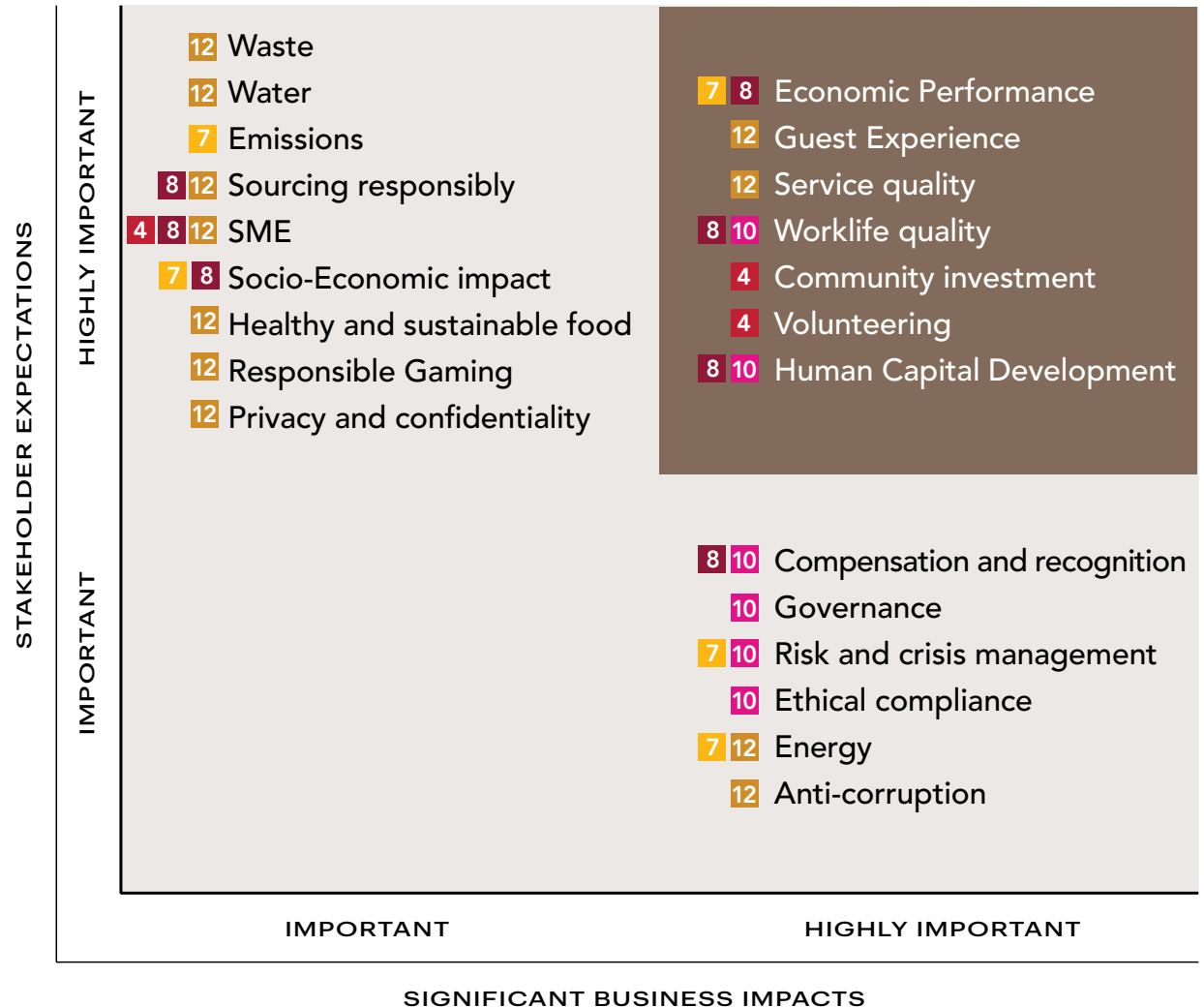
Reporting Practices and Materiality



MANAGEMENT APPROACH

Our materiality assessment involves identifying topics and prioritizing them based on input by our internal and external stakeholders. We consider topics that we know to have significance to our business and reference those of importance to our industry peers. To strengthen our assessment, we also analyze emerging risks and trends that could impact our operations in the future.

The “Material Environmental, Social and Governance (ESG) Topics” have been updated and expanded for 2018. Going forward we will continue to review our material topics on an annual basis. As we provide visibility to our targets and further integrate with the United Nations Sustainable Developments Goals, the material topics will align as a component of our overall strategy.



United Nations *Sustainable Development Goals*

The United Nations Sustainable Development Goals (“SDGs”) are the blueprint to achieve a better and more sustainable future for all. ([UN.org](https://www.un.org)) For this vision to become a reality, business must play a major role and in turn may also have a lot to gain.



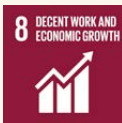


We commissioned [Business Environment Council Limited](#) (“BEC”), a Hong Kong based sustainability consulting organization, to provide advisory services

for our alignment with the SDGs. The exercise helped discover linkages between our existing business strategies and 14 of the 17 SDGs. Further evaluation to identified five goals of particular relevance that align with our [material sustainable topics](#).

Mindful that the complex sustainability challenges the SDGs seek to address will require a concerted effort, we are embarking on our SDG journey by evaluating

opportunities for partnership creation with peers, industry and sector organizations, customers, local government, non-profit organizations, and our local community.

Going forward, we will endeavor to implement initiatives that measurably contribute to the identified targets and communicate our progress in our future sustainability reports.

GLOBAL GOAL	BUSINESS RISKS IMPACTS	PROGRESS
	Professional skills development and training opportunities may grow the talent pool in which Wynn may hire.	Significant resources have been allocated to promote the development of a diverse range of employable skills within the local population.
	Over-reliance on non-renewable energy may reduce Wynn’s organizational resilience to changes to cost and regulations related to natural resources.	Wynn is committed to doing our part for the education and advancement of clean energy. We have implemented electric buses and are working in collaboration with University of Macau to create smart city programs.
	Discriminatory or unsafe working environments may make potential new hires uncomfortable and cause them to reconsider.	Various policies and principles that govern Wynn and our supply chain are concerned with the protection of labour rights, and the promotion of an ethical, fair, safe, and secure working environments. Social risks associated with workforce engagement and satisfaction levels are significant to Wynn’s internal company culture.
	Discriminatory policies and practices that may promote inequality may lead to potential fines and/or litigation.	Reduction of inequality and discrimination is a significant aspect of Wynn’s policies. Recruitment, training, and career development practices are conducted with protection against discriminatory behaviour.
	Absence of proper management of consumption rates and procurement policies may contribute to accelerated climate change as well as a higher frequency and intensity of extreme weather events.	Sustainable management and efficient resource-use are issues that are significantly relevant to Wynn’s operations as well as our practices and policies. By focusing on Responsible Consumption and Production, we will do our part to mitigate current and future risks associated with climate change

GOVERNANCE

Our Board has overall responsibility for our sustainability strategy and reporting, assisted and advised by the Board Committees, Sustainability Committee and senior management.

SUSTAINABILITY COMMITTEE ETHOS

The Sustainability Committee advises and assists the Wynn's executive management to develop policies, implement processes and monitor strategies that promote sustainable development.

WYNN MACAU, LIMITED
Board of Directors
Board Committees

WYNN RESORTS (MACAU) S.A. ("WRMSA")
Executive Management
Sustainability Committee
Wynn Care - Community & Government Relations
WE Volunteer Team Members
The Wynn Green Teams
Departments – Human Resources / Corporate Investigations / Finance / Legal / Operations

Our governance and values will lead us into a *Sustainable Future*

THE SUSTAINABILITY COMMITTEE'S DUTIES INCLUDE:

Formulate strategy, establish goals and targets, and integrate environmental, social, and governance shared values into our operations that are consistent with sustainable development.

Monitor the social, environmental, and regulatory trends that may impact our sustainability strategies, processes, resources, and activities.

Consider the impact that sustainability policies and practices have on internal and external stakeholders – in particular, employees, investors, guests, Macau government agencies, suppliers, local communities, and non-governmental organizations.

Assess and evaluate potential disruptive technologies and innovations that may advance sustainable development.

Report and make recommendations regarding social and environmental trends, issues, and concerns in order to navigate and refine more effective sustainability pathways.

Review and assess the effectiveness and performance of the Committee and the adequacy of the Charter and recommend any proposed changes to the corporate governance structure over sustainability.

Living our *Principles*

Decision making at Wynn is guided by a comprehensive suite of policies that govern all aspects of our operations. The essence of these sustainability specific policies and our commitment to sustainable development have been articulated in our [Sustainability Principles](#), which provide an account of how Wynn pursues ethical, responsible and inclusive corporate governance in line with local regulations and our values. All our policies and procedures are carried out regardless of race, color, religion, gender, age, mental or physical disability, marital status and sexual orientation. Our Sustainability Principles are sustainability related extracts from our polices.



KEY POLICIES INFORMING OUR SUSTAINABILITY PRINCIPLES:



Code of Business
Conduct and Ethics



Preventing
Harassment and
Discrimination



Anti-Corruption



Information Security
Governance



Code of Personal
Conduct



Human Capital
Development



Responsible Gaming



Equal Opportunity and
Non-Discrimination



Occupational
Health & Safety



Anti-Money
Laundering (AML)



Economic Strength

The impact of Wynn's business activities extends beyond our financial statements and creates a socio-economic footprint of shared stakeholder value within Macau, the Greater Bay Area and beyond. Responsibly growing our economic value is critical to providing competitive salaries and benefits necessary to attract and retain skilled staff and vitalize the local community for a sustainable future.

INVESTING IN MACAU'S FUTURE

We provide a social contribution to the communities in which we operate through our gaming, hotel, food & beverage and entertainment venues. Our socio-economic impact is measured broadly based on three categories including taxes, salaries and purchases that provide an influx of capital into the local economy.

Our core focus is on investing in employee development. This provides a lasting social return-on-investment, the benefits of which continue to be felt beyond the walls of our operations in our communities over the longer-term. Turn to [Empowering Employees](#) to see how we are performing.

Another way we create positive change in Macau is by prioritizing local suppliers. We believe that support for home-grown enterprises and empowering our local workforce is key to driving the development of Macau's economy. We actively look for qualified local enterprises that can provide competitive and suitably high-quality products and services, with the aim of building win-win business relationships. See our Small-and-Medium Sized Enterprises ("[SME](#)") section for more information on how we are helping local suppliers.



2018 HIGHLIGHTS

HK\$

39.6 billion

in revenue

HK\$

18.9 billion

in gaming taxes and premiums

HK\$

5.0 billion

in employee wages and benefits

HK\$

1.3 billion

in interest payments to capital providers

HK\$

1.2 billion

in capital expenditures



Responsible *Procurement*

We have developed relationships with an exclusive network of suppliers to ensure our quality standards and procurement requirements are met on competitive terms. We acknowledge supply chain risks can be significant especially in developing regions and have implemented mitigation processes. All suppliers are assessed using our three-phase internal approval process.

VETTING OUR VENDORS

1) Department and senior management review of suppliers

Information about the supplier is collected and evaluated by the relevant departments and presented to senior management for consideration and pre-approval.

2) Procurement team supplier review and engagement

The Procurement team works with prospective suppliers to gain an understanding about their business practices and analyzes them for the prospect of potential long-term relationships, payment terms, lead times, pricing and other policies compatible with our practices.

3) Corporate Investigations department due diligence

Corporate Investigations ("CI") conducts extensive background checks for each vendor, firstly vetting for forms of criminal behavior and / or corruptive practices. Further the CI team reviews for any records of negative social and environmental impacts and evaluates the possibility of re-occurrences. Finally, given our risk-adverse approach, our CI team will then perform additional research as deemed necessary to qualify each vendor.

At Wynn we have contributed a great deal of resources to develop our local market and promote local procurement. In reporting, we define Macau as our local market, however that said, our selection criteria analysis looks at overall proximity of geographical locations, with Hong Kong and China given preference over other international regions holding other factors constant. Minimizing our ecological footprint, developing the Greater Bay Area, while maintaining our luxury standard and being cost conscious are the challenges we take on in our procurement strategy.

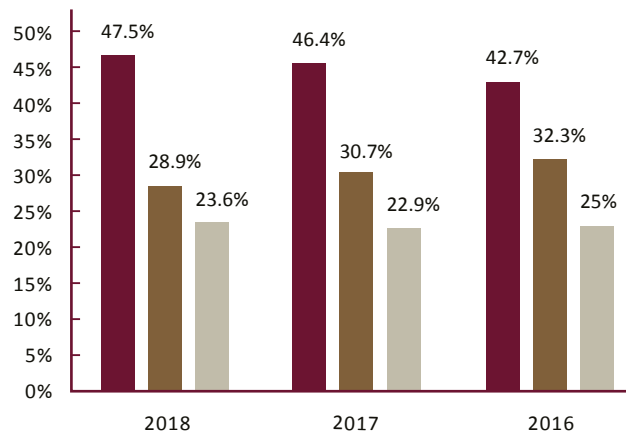
It's exciting to be a part of the development of Macau and the supply-chain transformation. At Wynn we have contributed a great deal of resources to develop our local market and promote local procurement. Every year there are more quality options available from Macau suppliers.

Kimberly Tan

Executive Director – Procurement

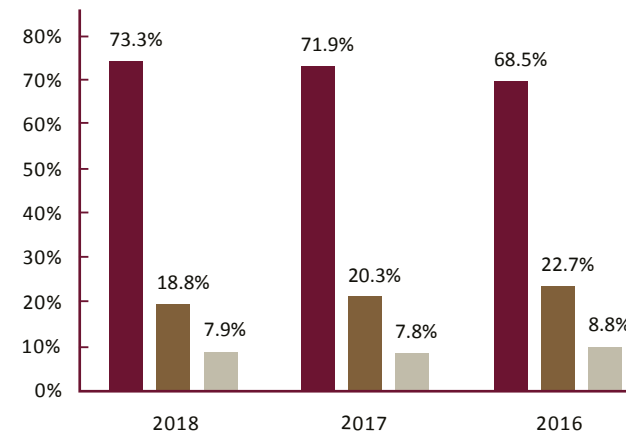


SUPPLIERS BY REGION



■ Macau ■ Hong Kong ■ Others

SPEND BY REGION



■ Macau ■ Hong Kong ■ Others

Empowering Employees



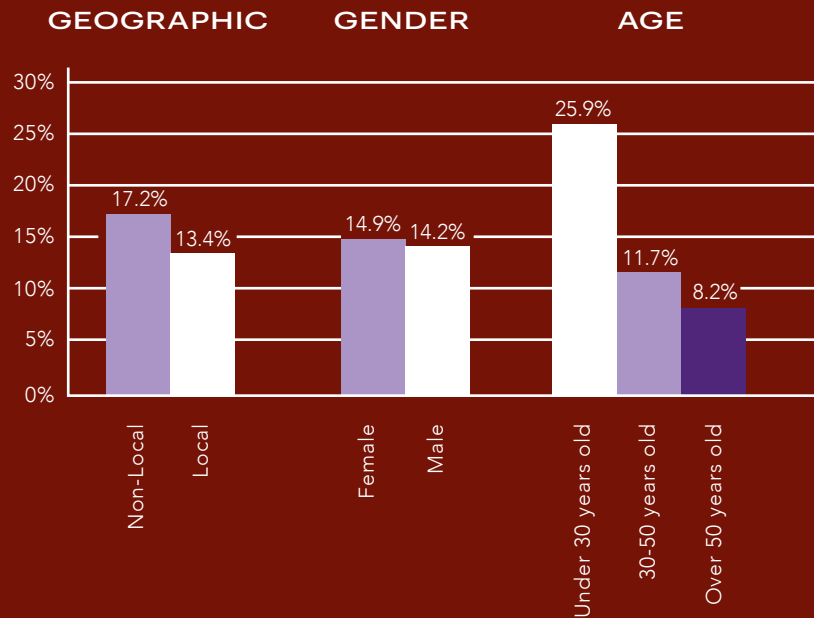
Ensuring the people behind the professionalism feel appreciated and motivated is pivotal to Wynn's success. We place great emphasis on developing our employees and cultivating an inclusive environment where everyone has the opportunity to attain their goals. We invest in our people and create a culture of support through numerous positive reinforcement channels such as Wynn Stories and our Star and Diamond award programs.

Workforce Performance

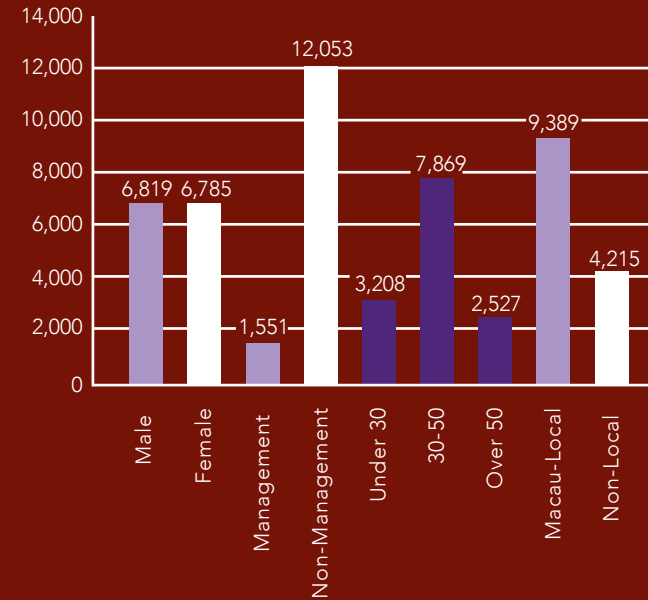
Total Turnover Rate

14.6%

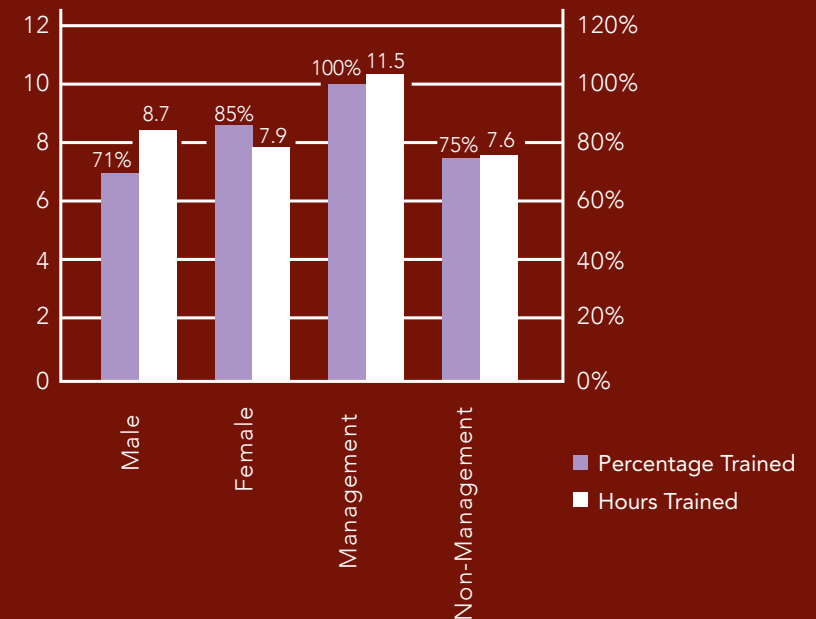
Turnover Rate by:



WORKFORCE DEMOGRAPHICS



TRAINING STATISTICS



OUR CORE BEHAVIORS

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

ATTRACTING AND RETAINING TOP TALENT

Due to the competitive tourism and leisure industry in Macau, it is important that we work hard to attract and retain the best of Macau's local talent. We do this by having fair policies and practices that address compensation, overtime compensation, dismissal or termination, working hours, and rest periods. We work hard to develop a corporate culture that breeds mutual respect, care and appreciation and we invest in our employees to help them reach their career goals. In doing so, we hope our employees view Wynn as more than just an employer of choice and dedicate their service to that of our customers.

We respect and adhere to all applicable employment and labor related laws and regulations in Macau and Mainland China. In addition, our suite of employee benefits often exceeds local regulatory requirements.

OUR LOCALLY-FOCUSED CULTURE

Our aim is to create a culture of inclusion so that people from all backgrounds can join our workforce, reach their potential and feel valued for being themselves. By creating an inclusive culture, we set our business up for sustained success through attracting and keeping great people. This is evident in our workforce which boasts strong local representation but also includes 40 nationalities.

Our preference is to promote from within before expanding our search outside. This lends itself to fostering a workplace culture in which strong bonds are formed between individuals with a keen awareness of our business and customer needs.

We have enhanced our local hiring effort by offering specific vocational and professional skills training programs with a defined learning structure and career progression framework, targeting local high school and university graduates. Graduates can gain placement on programs ranging from facilities to food and beverage to front office training. To accommodate students, housewives and other groups unable to commit to a full-time work schedule we also offer a range of part- and flexi-time positions to further penetrate the local labor market and provide access to employment to all sections of the community.

CONTINUOUS REINFORCEMENT

Wynn's service culture demands a work environment of continuous performance review and support. Our performance review framework is formulated to provide employees every opportunity to succeed. Our mentorship culture is a platform that delivers team success. Our employees are rewarded and acknowledged through our Star and Diamond award programs and spotlighted through Wynn stories. Monthly ceremonies are performed for recognized talent and their supporting departments.

Highlighting *Local* Executives

At Wynn, we seek to recruit and promote the most competent, reliable and suitable candidates for every role. We are proud of our home-grown talent in key executive roles.

Our recruitment and promotion practices are in compliance with Macau government's priorities where by law, resident workers shall have precedence over non resident workers, both in regard to the hiring, as well as keeping an employment position.



SIMON LEI
Executive Director
Casino Operations



MICAELA VICTAL
Director
Retail Operations



ROSSANA MAK
Executive Director
IT Shared Services Unit



ANGEL VONG
Vice President
Finance



BEATRICE YEUNG
Executive Director
VIP Services



CANNIE LAM
Executive Vice President
Marketing



SIMON TANG
Executive Director
Information Technology



THOMAS LAU
Vice President
Human Resources

EMPOWERING WITH BENEFITS

This year we enhanced the maternity and paternity benefits for all eligible employees. The new duration for maternity and paternity benefits will be 10 weeks and 1-week paid leave, respectively. The enhanced benefits exceed local labor law in what we believe will set an industry-leading example in Macau. In line with our principles, this represents a further step in strengthening family-friendly policies for all team members.

EMPLOYEE OWNERSHIP SCHEME

Wynn considers all our employees as family, stakeholders, and owners of the company. We launched the "Employee Ownership Scheme" in 2014. Under this scheme, employees are granted shares that vest after a number of years of continued service. In April 2017, the first batch of qualifying employees received their vested shares and accumulated dividends, giving our employees the opportunity to share in our success.

Benefits our employees may enjoy include:

- Eligibility for matching contributions from us to the employee's provident fund account
- Eligibility for share awards under our employee ownership scheme
- Discretionary performance bonuses
- Coverage under a comprehensive medical and dental plan
- Access to an in-house medical center
- Life insurance coverage
- Extended maternity and paternity leave
- Potential top-up insurance coverage for the employee or their family at a competitive rate
- Work-shift meals are provided in our celebrated employee dining room
- Discounts and special offers through our Employee Privilege Program at participating vendors in Macau
- Complimentary shuttle buses
- Employee residences





STAR AND DIAMOND PROGRAMS

We consistently strive for superior results and we expect our employees to do the same. The Star Program encourages our employees in their pursuit of continued excellence and development by rewarding exceptional performers on a monthly-basis. Those with superior performance are nominated to be Star Nominees who then receive gifts, recognition, and a special luncheon in their honor, and the Star Winner receives special recognition as Star of the Month. Diamond Awards are given out each quarter to outstanding supervisors and managers who show exceptional leadership talent under the Diamond Award Program. We also award

Certificates of Achievement to employees for their dedication and exemplary service under the Certificate of Achievement Program as a gesture of our appreciation for their special accomplishment.

GRATITUDE AND APPRECIATION

Wynn recognizes that expressing gratitude offers a huge range of direct and indirect benefits both to the giver and receivers and is fast becoming a central theme within our culture.

The Gratitude & Appreciation Program was launched in 2015 at Wynn Macau, as a public forum through which Team Members can express gratitude to one another. In 2018, the program grew exponentially at Wynn Macau in terms of card submissions, department participation, activities, and as a result of this initiative people were able to spread joy. The "Gratitude Bear" and "Ukulele Gang" were also successfully introduced as icons of gratitude and appreciation throughout the property, and they regularly supported our roadshows which featured messages of thanks displayed on back of house TV monitors. The program has since expanded to Wynn Palace and is off to an excellent start.

畢業典禮 GRADUATION CEREMONY



Learning and Advancement

At Wynn, learning and advancement are continually being integrated into our Company culture. We recognize that investment in our employees is directly linked to cultivating a capable and motivated workforce that delivers a premium service and creates loyalty. Talent development at Wynn is clearly our competitive advantage.

Developing *Wynn Talent*

Wynn is committed to upskilling local labor. We provide opportunity for both horizontal and vertical movement within our company to ensure Wynn employees have the freedom to fulfil their career goals with us. Leadership development is key to success in the fast-growing Macau market. Wynn provides employees with professional development and training opportunities to elevate core and leadership skills. We also provide career development, personal performance, and leadership courses throughout the year at no cost to our employees.

CORE SKILLS:

- **Wynn Welcome:** Two-day new employee orientation
- **Responsible Gaming:** Problem gaming, policies on minors in the casino, prevention of underage gaming, and more
- **The Art of Service:** Wynn's guest service philosophy
- **Wynn Service Standards:** Job-specific service standards in Gaming, Hotel, and Food & beverage
- **Compliance Training:** Annual training on key policies within the company
- **Computer Systems and Software Training:** Introduction to Wynn management systems

LEADERSHIP SKILLS:

- **Management Skills:** Orientation for new managers and newly promoted managers
- **Supercharged Supervision:** Essential skills for supervisors
- **Understanding Personalities:** Working with different personalities and points of view
- **Team Building:** Building a collaborative work culture
- **Situational Leadership:** Developing leadership adaptability
- **Emotional Intelligence:** Harnessing emotional intelligence
- **Conflict Resolution:** Creating a solution-oriented atmosphere at work
- **Career Advancement Program:** Preparing Gaming employees for management positions in Hotel and F&B
- **Leadership Effectiveness Program:** Expanding leader's capabilities in decision-making and influencing others
- **Practical Leadership Program:** Essential leadership skills for junior managers



CAREER ADVANCEMENT PROGRAM

A prime example of this commitment is our Career Advancement Program ("CAP") which offers Gaming employees an alternative career option in Hospitality Service in a management role after a 1-year intense training and immersion program. Since its introduction in 2016, the CAP has proven very successful. In the past 2 years, the program has had zero drop outs and 100% graduation based on our two separate intakes. All participants have achieved successful job placement in new roles within the company. The third CAP intake will take place in 2019.

Developing Our Workforce

Wynn provides employees with professional development and training opportunities to elevate their careers and sharpen their customer service and leadership skills. Through professional advancement and training, Wynn leaders are equipped to navigate challenges of a five-star resort.

PROFESSIONAL TRAINING OPPORTUNITIES

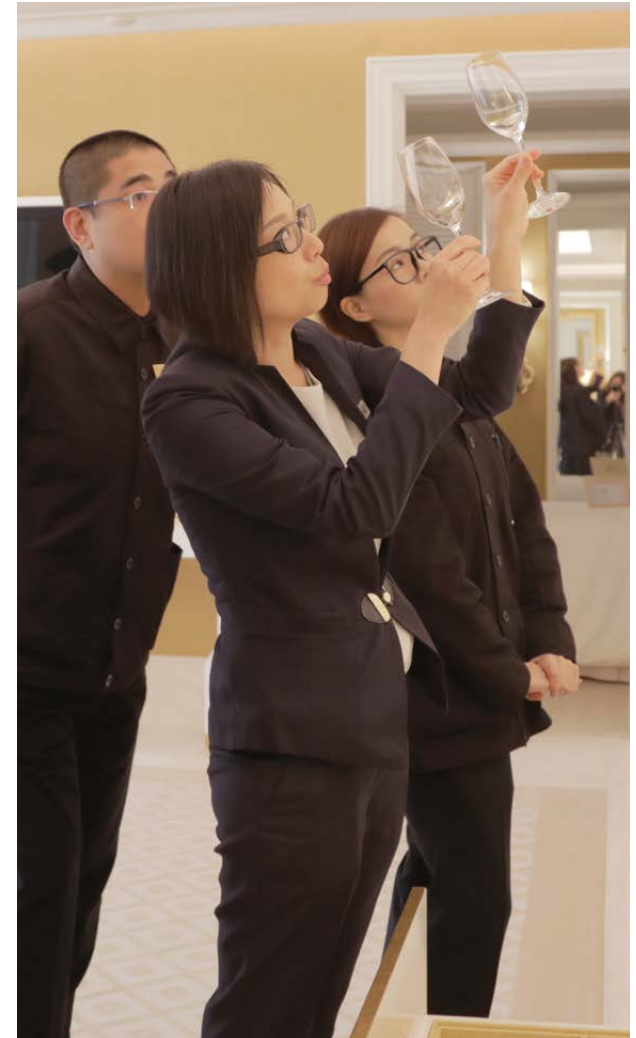
SERVICE AND JOB ROLE HIGHLIGHTS

- Approximately 54,800 hours of skills training were conducted
- More than 250 service improvement training sessions were delivered
- 13 Personal Enrichment Programs provided nearly 340 hours of learning for 144 participants
- 20 Wynn employees were sponsored in the Gaming Diploma Programs at the University of Macau
- 18 Wynn employees were enrolled in the one-year gaming courses at the Institute for the Study of Commercial Gaming at the University of Macau
- 94 participants took part in over 784 hours of Strength Deployment Inventory (SDI) training
- 173 Interns gained work experience through Wynn's Internship Program in 2018, of which 120 were residents of Macau
- 19,600 learning hours were completed in our e-learning Lab
- The e-learning Labs of both Wynn Macau and Wynn Palace contain a total of 52 computer terminals reserved exclusively for team members taking e-learning courses

- Over 85% of e-learning at Wynn Macau and Wynn Palace occurs within this room, representing more than 16,600 learning hours in 2018
- Apart from the e-learning facilities, the 2 properties boast a total of 10 dedicated Learning Rooms

LEADERSHIP TRAINING

- **Management** received more than **16,500 hours** of training
- The Leadership Effectiveness Program provided **58** participants with nearly **2,800 hours** of content
- **33** high potential team members participated in **1,600 hours** of training conducted by Singapore's Centre for Creative Leadership
- **20** Career Advancement Program graduates started in 2017 and graduated in 2018 with a total of **8,579** training hours including both classroom and cross department assignments



MENTORSHIP CULTURE

As of 2018, we have begun instilling a mentorship culture in our workforce, enabling leaders to partake in the career development of their colleagues. A carefully structured mentorship program is aimed at all levels of management, including C-Suite positions, increasing knowledge sharing and supporting succession throughout the whole organizational structure.

The Mentorship Program was piloted in the last quarter of 2018, starting with 57 participants who received over 300 hours of training on how to be effective mentors. The program will continue to develop momentum with mentors undergoing insight-based learning delivered through coaching.

The process involves our Human Resources department matching mentors with mentees from different divisions based on specific learning and development needs. An initial group of 33 mentees has been assigned to work with their mentors for a period of 6 months during which they will meet every two weeks. In addition, our Chief Operating Officers (COOs) are leading a variety of small-group mentoring sessions.

Program goals build on personal and professional growth areas:

Career Development:

Help mentees plan, grow and manage their careers, and become more responsible as self-directed leaders.

Employee Retention:

Provide a supportive environment that facilitates progression within the organization through ongoing coaching and role-modeling.

Organizational Development and Culture:

Help communicate Wynn's core values and organizational culture through a mentor-mentee relationship.

Employee Engagement:

Show employees in a tangible way that they are valued.

Continuous Learning / Knowledge Transfer:

Provide an interchange of knowledge between members of different company departments.

SUSTAINABLE FROM DAY-ONE

Each new team member arriving at either Wynn Palace or Wynn Macau undertakes sustainability training during their orientation. This training is specifically crafted to be relevant to Wynn Core Values and Principles. The training communicates our social and environmental development goals consistently to all departments and all levels for each new hire.

Highlighted areas of our sustainability orientation training include:

- Establishing relevance; how each employee can be sustainable at work
- Establishing ownership; small actions on everyone's part will lead to big differences
- Communicating that best practices lead to efficiencies and translate to energy and cost savings
- Facilitating knowledge transfer; cross-departmental communication to foster efficiencies and negate redundancies
- Educating team members in ways they can incorporate sustainable practices into their personal lives



“ I love the fact that Wynn provides so many wonderful training and development opportunities for the people of Macau. Wynn is helping to elevate my colleagues and is enriching our culture of hospitality. ”

Marian Au

Director - Learning & Advancement

Wynn Stories

Every culture uses the power of stories to share their values and ideas – to educate and inspire. Stories help us recognize Wynn Values in action – values which guide us in providing memorable experiences. These are real stories about team members going the extra mile to serve our guests and each other.





As part of our unique culture, our employees are encouraged to share their experiences through the 'Wynn Stories' program. Our stories celebrate hero's who excel at living out our core values. To increase visibility, we have developed convenient ways for our employees to submit their 'Wynn Stories', which are then shared on our intranet The WIRE, Story Cards, and in-person through Story Champions.

Every day team members do memorable things for guests and for each other. However, most of us never hear about the special things that happen in other departments, and moments to celebrate team members can be lost among a day's tasks. Wynn Stories provide a way of gathering and sharing these moments, so that we can all celebrate and appreciate each other's contributions and kindnesses.

'Wynn Stories' play a key part in nurturing our Wynn culture. They illustrate who we are and how we treat each other. Wynn Stories reveal how and why we are the most awarded Forbes independent hospitality company in the world.





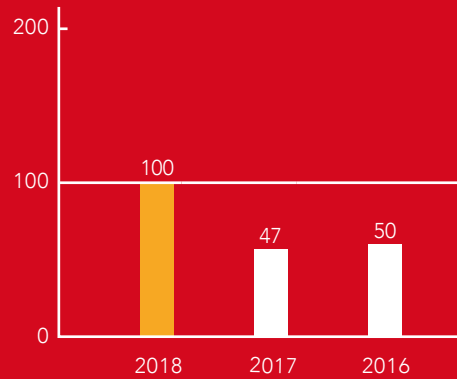
Fortifying Vibrant Communities

Wynn is committed to the development of Macau as a world center of tourism and leisure. Our role bestows upon us a duty to exhibit social responsibility exemplary of a local community leader. We therefore form local connections with partner organisations, education institutions and businesses, and establish initiatives that strengthen and enhance the vibrancy of our community.

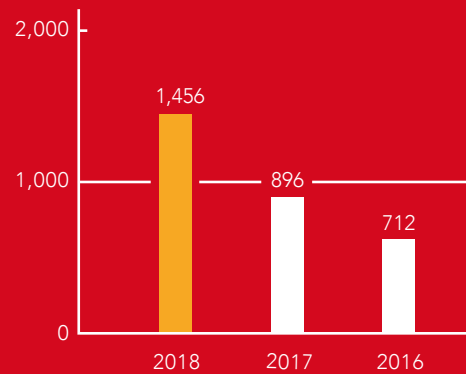
Community Performance

VOLUNTEERING

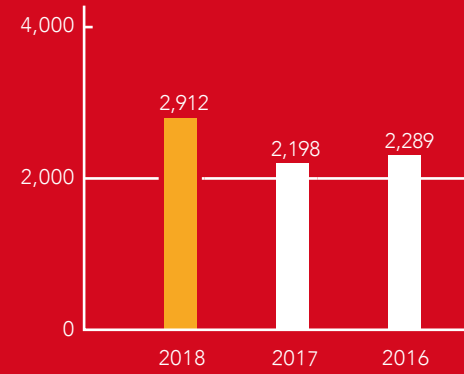
EVENTS



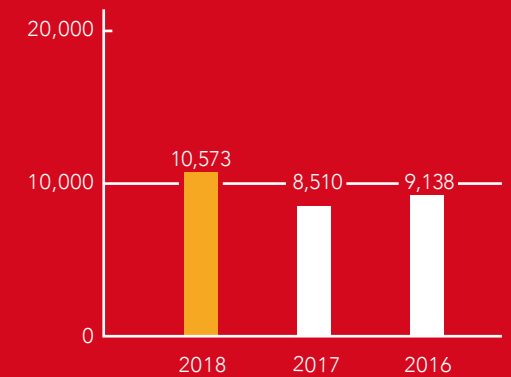
WE VOLUNTEER MEMBERS



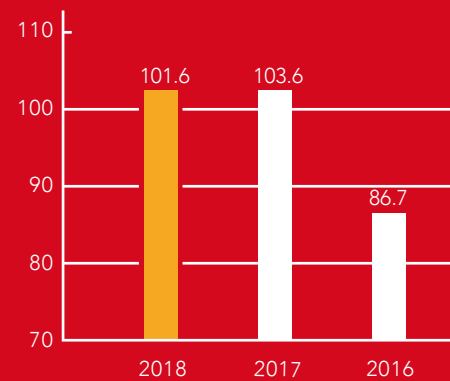
PARTICIPANTS



VOLUNTEER HOURS



DONATIONS AND SPONSORSHIPS (\$HK MILLIONS)





“ In our first year, the Wynn Care team has made a strong positive impact on the Macau community. We are committed to the continued development of constructive social initiatives, and excited to take on a stronger level of engagement for the betterment of our community. ”

Linda Chen
Vice Chairman, Chief Operating Officer and
Executive Director, Wynn Macau, Limited



Launching *Wynn Care*

Wynn Care was initiated by a member of our Board of Directors. This new program endeavors to be a force for good in our local community, the Greater Bay Area and beyond. Wynn Care centralizes departmental community-focused initiatives under one umbrella and has implemented a single focused strategy that creates synergies and unites our efforts and resources for maximized social benefits.

Our Board Members are highly involved in Wynn's community outreach and have wholeheartedly given their support to our charitable endeavors. Wynn Care is represented by our lovable characters Wing Wing and Lei Lei, which translates to forever and prosperous.

In parallel with our efforts to the community, Wynn has initiated a social media platform Wynn Care, to exhibit our sincere commitment, engage more participants and achieve positive social impact. We launched our [Wynn Care](#) Facebook account to regularly update our employees and followers of our progress on volunteer activities and community events in Macau, the Greater Bay Area and beyond.



The Wynn Employee *Volunteer Team*

The Wynn Employees (“WE”) Volunteer team has grown exponentially since creation in 2010 due to increased interest and willingness to contribute for the greater good. The WE Volunteer team has organized a variety of meaningful activities attracting volunteers from various divisions including Gaming, Food & Beverage, Hotel Operations, Administration & General, Finance and Human Resources.

Members of the WE Volunteer team grew to more than 1,450 members in 2018, contributing more than 10,500 hours of service across 100 WE Volunteer activities. The events attracted 3,000 volunteer participants including friends and family. The WE Volunteer team has exemplified Wynn’s high level of commitment and the importance placed on social responsibility and is integral to the Wynn Care mission.

The team participates in activities that assist Macau’s local communities and residents, giving each employee the opportunity to contribute their time in a meaningful way. By giving back generously, volunteers make a positive contribution to society.

To strengthen our impact, event outcomes are reviewed for potential improvements by our [Sustainability Committee](#). Executive management then considers the recommendations to better plan and implement more effective programs to respond to changing needs and challenges in our community and beyond.



“Our team of volunteers gives so much more than their time: they give their love and care and make a real difference to the community that we live and work in.”

Thomas Lau
Vice President Human Resources and
Captain of WE Volunteers





“ I am grateful to be a part of our CGR team with the opportunity to affect immediate impact for positive change to our local community. The enthusiasm surrounding the multi-dimensional Wynn Care events is overwhelming. I'd like to extend a heart-felt thank you to our truly inspiring WE Volunteer members for going beyond to make a difference. ”

Jasmine Cheong

Executive Director - Community and Government Relations

Our Community and Government Relations Team

To carry-out Wynn Care endeavors we have established the Community and Government Relations (“CGR”) department. The CGR team brings a wealth of community development experience from Macau and the Greater Bay Area that enhances our approach to delivering positive impact. Our CGR team engages with community specific stakeholders including the Macau government, non-government organizations, SME, local community and employees.

Mission

Reach out to the Macau community through support of local government and association projects to become a truly local company and a pillar of the Macau community.

Vision

To integrate and become a strong local partner with the Macau community and government focusing on local issues and projects for the betterment of all Macau citizens.

EIGHT DIRECTIONS



Youth and Education



SME



Volunteer



Charity & Community Support



Going Green & Sustainability



Responsible Gaming



Government Relations



Localization & Positive Social Impact

The outlined functions of the CGR team are to transform Wynn into a truly local company and pillar of the Macau community for the betterment of local citizens:

- Demonstrate Wynn Core Values
- Sustainability
- Education
- Government Relations
- Community Relations
- Community Outreach
- Volunteer Services
- Advocating, Promoting and Engaging

WE Volunteer Pillars

Our WE Volunteers dedicate their service to the needs of our local community.

CHILDREN

The future of our community is in the hands of tomorrow's adults. WE Volunteers care by supporting children's physical and mental development through arranging outdoor events, programs of exploration and social gatherings.

In 2018, 139 WE Volunteers provided 625 service hours to support children in Macau. Our initiatives included:

- Wynn Cup - Macau Primary School Student National Education Drawing Competition
- Outing with Penha Children at Hac Sa Beach
- Educational tour and workshop with children of Fountain of Hope



“Serving in the Community and Government Relations field has inspired me and the team to work with passion to create positive change in the community. The rewards of making a difference are truly motivating.”

Raymond Lei

Executive Director

Community and Government Relations



Volunteering activities enrich my life. It is a blessing to be able to help others. I've become a more generous person and I always put others' feelings before my own. I'm really grateful for every volunteering opportunity with WE Volunteers.

Maria Airoso
Nurse

ELDERLY

Demographics show that Macau's population is ageing and the life expectancy here is fortunately increasing. It is important to ensure senior citizens have the support to face new challenges and opportunities to enjoy their autumn years to the fullest.

WE Volunteers care by sharing joy and expressing love by organizing home visits, installing festive decorations and organizing party gatherings. In 2018, 176 WE Volunteers contributed more than 545 hours to the following events:

- Visit to Peng On Tung Users
- Visit AJVM Elderly & install Chinese New Year Decorations
- Mid-Autumn Festival Mooncake Treat

MENTAL HEALTH

WE Volunteers raises awareness about the importance of addressing mental health in a positive and caring way, and also provides support and encouragement to those with physical disabilities through sport matches, charity sales, communion activities and handcraft workshops, with the goal of making a difference and enriching lives.

In 2018, 292 Wynn Care volunteers spent 1,154 hours organizing and participating in events for those with disabilities and mental health issues. The events included:

- Macau Special Olympics Annual Basketball Event
- Children Development Screening Program
- Richmond Chinese New Year Charity Sales
- Scented Sachet Workshop
- Cooking Class with Mental Disabilities

ANIMALS

The need for the protection of animals is not unique to Macau. Abandoned and mistreated animals need the support of their local communities and WE Volunteers care by showing affection and respect to every single life through the promotion of pet adoption and protection.

In 2018, WE Volunteers continued to pay visits to stray animals which were homeless before being brought to animal shelters. During the year, 18 volunteers spent more than 41 hours at the Anima Dog Shelter and Cats' Paradise to carry out cat feeding for the sheltered animals.



Caring for the Community in Macau

THE 49TH ANNUAL CARITAS MACAU CHARITY BAZAAR

The annual two-day Bazaar was held at the Nam Van Nautical Center highlighting the theme “With Love, We Build Together,” and featured a series of booths with performances. The aim is to raise funds for Caritas Macau’s social services and to assist the local vulnerable groups in Macau through the bazaar’s 90 booths.

- More than 100 WE Volunteers joined the bazaar in 2018
- MOP 200K in donations were raised



WYNN CARE VOLUNTEER DAY

Wynn organized the ‘Wynn Care’ – Volunteer Day’ held at Teatro Clementina Leitão Ho Brito on International Volunteer Day on December 5, to recognize the volunteers who have contributed their unconditional support over the past year. WE Volunteers and representatives from 15 local charities were invited to attend a truly cross-cultural celebration of their community contributions.

The event featured African drums and Portuguese folk-dance performances. The event celebrated WE Volunteers proactive collaboration with local social service organizations and helping people in need.

- 30 WE Volunteers were recognized for their outstanding services
- 200 elderly and student attendees

WYNN FULLY SUPPORTS “GLOBAL HANDWASHING DAY”

In response to the annual “Global Handwashing Day” on October 15, 50 WE Volunteers joined representatives from Clean the World (“CTW”) Asia to promote disease prevention and to share basic anti-bacteria knowledge with over 100 students at Concordia School for Special Education and Fu Luen School, teaching them proper handwashing steps and raising health awareness.

To raise awareness of the importance of personal hygiene and promote disease prevention among children, the WE Volunteer Team and representatives of CTW engaged children through mini drama performances and singing a handwashing song together to demonstrate proper handwashing steps.

“Global Handwashing Day” is a global advocacy day dedicated to increasing awareness and understanding about the importance of handwashing with soap as an effective and affordable way to prevent hygiene related illness. Wynn has been collaborating with CTW on soap recycling program, as well as actively promoting healthy lifestyle information to the public via a variety of volunteering activities, helping to prevent disease.





Wynn and SME - *Stronger Together*

One of the many ways we foster positive change in Macau is by prioritizing local suppliers. Wynn aims to strengthen communities in Macau by developing local suppliers. We believe that support for native enterprises and empowering our local workforce is key to driving and diversifying Macau's economy. We aggressively promote qualified local enterprises that can provide competitive and suitable high-quality products and services, with the goal of building long-term win-win business relationships.

WORKING WITH SME, THEY GROW – WE GROW

SME form the backbone of many economies. For Macau, SME are also key to driving the diversification of its economy, promoting sustainable growth and creating more employment opportunities. At Wynn, we recognize that locally owned SME play a crucial role in both boosting and broadening Macau's economy – when Macau's SME grow, we grow with them.

Our procurement policies and affirmative action mean that a significant proportion of our suppliers now come from Macau. This has two benefits: buying locally helps us minimize our environmental impact in profound ways, and it also directly supports the Macau government's priority of promoting the cultivation and development of local SME.

Since Wynn began operations in 2006 we have established enduring business relationships with local firms. We have put in place programs, including hosting regular Wynn-

SME business matching events that serve the long-term economic interests of Macau's small entrepreneurs and, at the same time, meet Wynn's high standards for impeccable quality goods and services.

For us to do this effectively, we work closely with the Macau government to find opportunities to develop local SME competitiveness through mentoring and other outreach activities.

WYNN LOCAL SME NETWORK

The "Wynn Local SME Network" aggregates public and private efforts to foster the development of local SME. This network effectively connects and leverages support from the Government of Macau, the Macao Chamber of Commerce and local communities to further facilitate the development of SME. The network also helps to build relationships with local SME vendors under the Macau government's three categories of enterprises, including "Small-and-Micro Enterprises", "Made in Macao" Enterprises and "Macao Young Entrepreneurs Enterprises" through intensive partnership programs.



Wynn is known to be the premier employer in Macau and I am excited to be a part of this family! Our SME team as part of the Procurement department organizes and delivers meaningful local SME Programs. We organize business seminars and business matching sessions for SME. We nurture development by organizing business seminars and business matching sessions for SME. I am so proud to be part of the team to grow together with local SME.

Maria Pun

Director - SME Procurement
and Administration

WYNN LOCAL SME PROCUREMENT PARTNERSHIP

Since 2016, Wynn Resorts (Macau) S.A has partnered with the Macao Chamber of Commerce to organize six "Wynn Local SME Procurement Partnership" meetings. These business matching sessions see buyers from our procurement department and staff from individual operational departments, meet local SME representatives, enabling them to introduce themselves and pitch their business ideas directly to Wynn decision-makers.

Over 1,000 local SME attendees participated in the six meetings, and the impact of these business matching activities is also already being felt. The amount of local SME procurement purchases for 2018 increased 33% compared with last year.

SUPPORTING THE GROWTH AND RESILIENCE OF SME

Wynn takes a holistic approach to supporting local SME. In addition to creating business matching opportunities, Wynn also partnered with the University of Macau, Macau Productivity and Technology Transfer Center ("CPTTM") and Wynn Academy to conduct workshops to uplift the business acumen of Macau's entrepreneurs.

We have also hosted local SME sales booths in our back-of-house area to promote their brands and expand their distribution channels. Our recently launched local SME Eco-Friendly initiative has also resulted in the advancement and awareness of sustainability throughout the supply chain in Macau.

In 2018, we launched more seminars for SME than in each of the last two years combined. Our 10 seminars focused on a variety of business-relevant skills such as developing design thinking, data security and doing business online. We continued to support digital development and local procurement through the online procurement platform SME360 managed by CPTTM by posting procurement items of Wynn for public vendors to bid, and our local SME Vendor Referral Program helped us to recruit new vendors through our existing registered vendor networks to expand our local vendor database and cooperation.

WYNN 2018 SEMINAR SERIES SME EVENTS

- Entrepreneurial Spirit-Driving Innovation with Disruption and Design Thinking
- Managing Cash Flow & Competitive Pricing for SME
- Negotiation Skills
- Handling Pressure & Stress
- Marketing and Doing Business Online
- How to Network
- Target-Oriented Communication Skills
- Data Backup, Recovery and Security
- How to Advertise and Promote Your Business in Modern Society
- Handling Difficult People with Ease

Local SME Art & Cultural Program

- Support local Art & Cultural organization and artists by sponsoring them to create Wynn Calendar 2018. Promote their brand and artwork through Wynn's internal and external communications channels.
- Revenue of calendar from staff and public sales were donated to local charity organization



Supporting Education

UNIVERSITY OF MACAU COLLABORATION

In 2018, Wynn Macau donated MOP 80 million to the University of Macau Development Foundation ("UMDF") to support the long-term success of the University of Macau and its Asia-Pacific Academy of Economics and Management. The donation is part of an on-going commitment made by Wynn Resorts (Macau) S.A. to the UMDF in 2011.

Wynn is using the donation to support education development at University of Macau and APAEM. As the base for cultivating leaders in Macau, APAEM covers three areas of work including executive education, conferences and seminars, and research projects.

INVESTING IN KNOWLEDGE

Wynn has always emphasized the development and nurturing of local talent. Through various initiatives, including sponsoring a number of scholarships at education institutions, we provide development opportunities for young people to help unleash their potential and succeed in today's rapidly changing society.



- ◆ Wynn provides scholarships for Institute for Tourism Studies for twelve beneficiaries of **MOP 120,000.**
- ◆ Wynn provides scholarships for University of Macau for fifteen beneficiaries of **MOP 100,000.**
- ◆ Wynn provides scholarships for Macao Polytechnic Institute for eight beneficiaries of **MOP 80,000.**

SMART CITY AND SUSTAINABILITY FORUM

This year, Wynn and the University of Macau focused on the Macau of tomorrow through the launch of the "Smart City and Sustainability Forum". The forum was aimed at exploring the sustainability of Macau, facilitating the development of a smart city and enhancing the cooperation between the Macau government, scholars and relevant industries. It brought together Wynn, the University of Macau and The Chartered Institute of Logistics and Transport in Macau ("CILT.MO") and focused on three specific topics: "Data Availability for Smart Transportation", "Environmental Sustainability of Macau-Integrated Resorts" and "Technology Application and Smart Tourism". Moderators, panellists and the audience used the opportunity to discuss and exchange ideas.

INTELLECTUAL HACKATHON

Wynn supported the 24-hour University of Macau Intellectual Hackathon with three members of our management participating as judges. The event, which focused on coding showcased 15 competing student teams developing mobile application prototypes to provide creative solutions for problems faced by University of Macau members who live or study on the university campus. Prizes, including an opportunity to participate in the incubation program at University of Macau's Centre for Innovation, were presented in an award ceremony that attracted more than 200 participants.



The accelerated economic and infrastructural growth in Macau and the Greater Bay Area offers an exciting opportunity for Wynn to be player for socio-economic development. Integrating Wynn leadership and University of Macau resources is a force for smart city and sustainable development.

Dr. Jason Ni

Executive Director
Research, Planning and Strategy
Community and Government Relations



Expanding our Regional Focus to the *Greater Bay Area*

The 55-kilometer Hong Kong–Zhuhai–Macau Bridge (HZMB) connects Hong Kong and Macau with nine neighboring mainland cities within Guangdong Province. The bridge is part of a bigger project to create synergies and economically integrate the region into a center of growth and innovation called the Greater Bay Area.

COMMUNITY OUTREACH

Our Vice Chairman and Executive Director, **Linda Chen** is also active on the Committee of Cultural Industries, Government of Macao S.A.R. Her extracurricular involvement extends to the following:

- Greater Bay Area Cooperation and Policy Research Task Group
- Promotion of Gastronomy and Cultural Industries Task Group

During 2018, CGR represented Wynn at the Youth Enterprise Summit with the aim to encourage young people from the cities of the cross-strait to explore opportunities arising from the integration of the Greater Bay Area.

Wynn hosted seminars on national education, titled “Opportunities for Macau after Completion of the HZMB.”

國情講座：港珠澳大橋之落成及澳門發展機遇

National Education Seminar: Opportunities for Macau after Completion of the Hong Kong-Zhuhai-Macau Bridge
17.7.2018



Extending Our *Community Outreach to the mainland*

In 2018, CGR strengthened our alliance with the mainland by organizing the following events:

- Wynn Executives National Education Tour – Kunming in Nov 2018 including visit to under-privileged students
- Macau Primary Students National Education Drawing Competition and a national education trip to Nanjing
- Guizhou Gourmet Sale event
- Scholarship agreement with Fudan University



GOING FORWARD

Our CGR department looks to further extend our community outreach initiatives into the Greater Bay Area. 2019 is a special year of celebration including:

- The 70th anniversary of the founding of the People's Republic of China
- The 20th anniversary of the return of Macau to China

Wynn will co-organize a series of events to celebrate these two anniversaries. In addition, Wynn will continue to expand its outreach and organize events for the Greater Bay Area and beyond under the vision and mission of the CGR team.

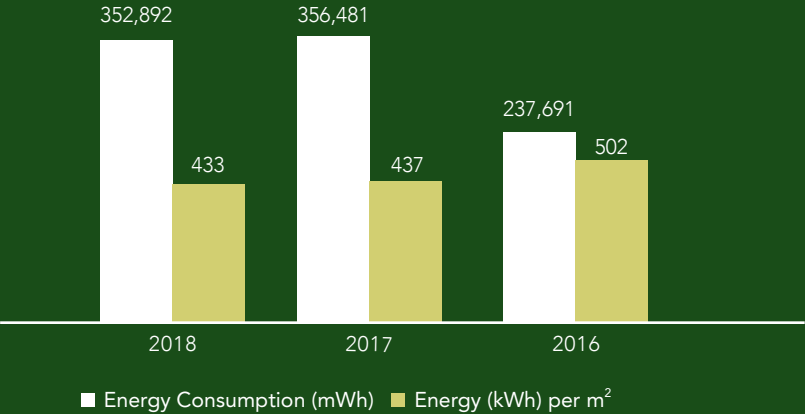
Prioritizing a *Healthy Planet*

Wynn's commitment to environmental sustainability is rooted in conservation. We endeavor to provide our guests with premium experiences that incorporate environmental sensitivity by monitoring and reducing inefficient consumption and embracing technologies that help us to manage our use of resources responsibly.

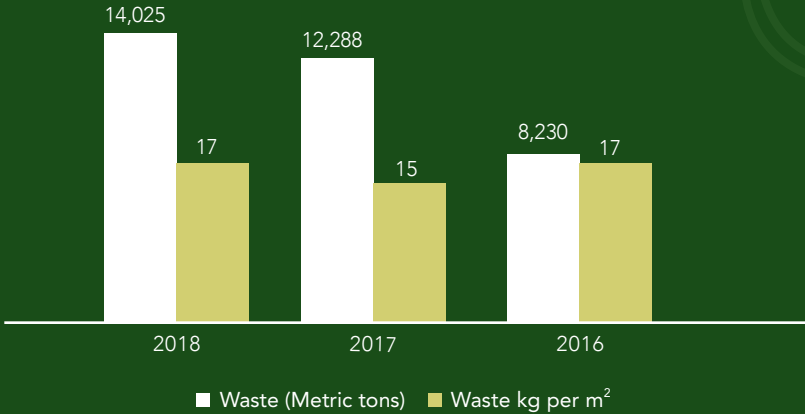


Environmental Performance

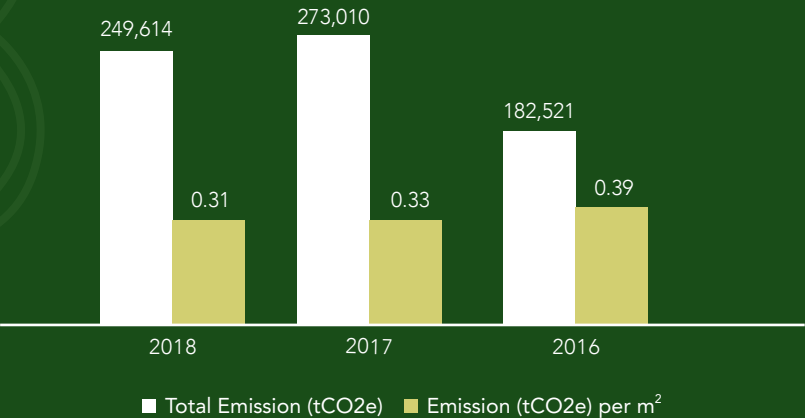
ENERGY CONSUMPTION



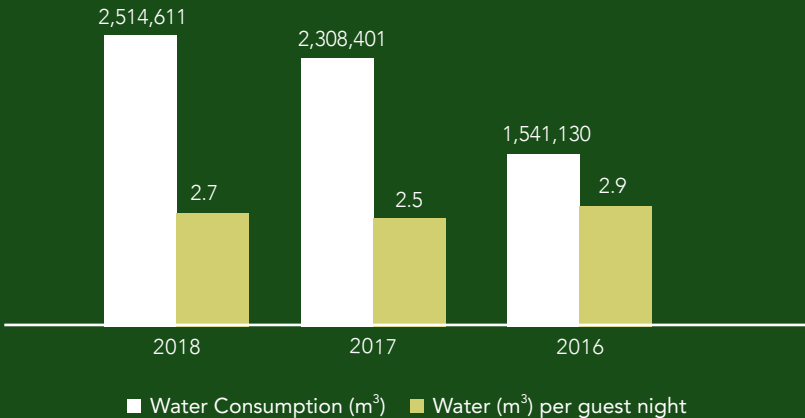
WASTE



EMISSIONS



WATER CONSUMPTION



Environmental Objectives

Our core environmental management objectives are as follows:

MITIGATE EMISSIONS

From the lighting fixtures in our resorts to the vehicles that transport our guests to us, we identify and implement solutions to reduce emissions from both ours and our guests' electricity and fuel consumption.

PROMOTE ENERGY EFFICIENCY

Operating our resorts efficiently reduces our energy intensity and in doing so reduces our carbon emissions. We install energy efficient practices and technologies which automate, optimize our energy use and track and report our performance to help drive improvements.

CONSERVE WATER

From consumption to pollution, we recognize the need to be responsible stewards of water to protect the resource and our local communities. Efficient fixtures and optimization of water-intensive processes help us to reduce our consumption.

MINIMIZE WASTE

The construction, maintenance and experience of our resorts rely upon vast quantities of goods and products. We therefore embrace the principles of avoidance, reduction and recycling to optimize resource use and reduce our impact on the environment.

EARTHCHECK COMMITMENT

EarthCheck is widely regarded as one of the world's most scientifically rigorous environmental management system (EMS) designed specifically for companies operating in the travel and tourism industries. It is used to measure, monitor and manage key environmental indicators such as energy and water consumption, waste production and environmental commitment to the local community. Earthcheck's key performance indicators are in close alignment with our material sustainability goals.

"Using a science-based approach, EarthCheck helps travel and tourism organizations increase efficiencies, maximize guest experience and minimize their environmental footprint. With changing regulatory environments, rapidly evolving markets and complex risk implications, organizations require specialized tools and expertise. EarthCheck's certification helps companies navigate the path forward with certainty and peace of mind." (Rishi Tirupari, VP Sustainability)

EarthCheck will enable us to continuously improve the standards we use to measure and monitor our environmental performance. We are excited to formalize our EMS approach with compliance to an internationally recognized certification.

CLEAN ENERGY BUSES

During 2018 Wynn introduced clean energy buses to optimize its existing shuttle fleet, in support of the environmental policies of the Macau SAR government and the objective of ensuring the sustainable development of Macau. Wynn has purchased eight clean energy buses in addition to three provided by an external contractor to offer hotel guests transportation services to and from its hotels. The zero-emission fleet includes eleven tour coaches that have been placed into service beginning May 2018. For the year 2018, 390,000 kilometers provided by these buses replaced diesel driven kilometers thereby significantly lowering vehicle emissions and Wynn's overall carbon footprint. The bus replacement program is set for completion of all bus fleets by 2022. The savings of fuel and reduced emissions will be significant.

Wynn believes that the introduction of electric shuttle bus services will help enhance Macau's transportation system, providing residents and tourists with an eco-friendly and better quality of living environment, as well as proactively promoting Macau as a world-class capital of green tourism.



Greening Our Culture

With more than 13,500 employees and a strong company culture, behavior change at Wynn Macau can have a significant impact on our environmental performance.

GREEN TEAM MISSION

Wynn is fully committed to the sustainable development of Macau, striving to minimize our long-term impact on the environment by continuously and effectively reducing our ecological footprint and energy consumption.

ENVIRONMENTAL ACTION THROUGH PASSION

The Wynn Macau and Wynn Palace Green Teams educate employees about environmental issues and raises awareness of sustainability challenges. Team members serve as ambassadors to encourage their colleagues to reduce waste and energy consumption, both in the workplace and within the local community. Employees are also encouraged to think about and propose new environmentally-friendly practices; indeed, some of our best initiatives have come from their ideas.

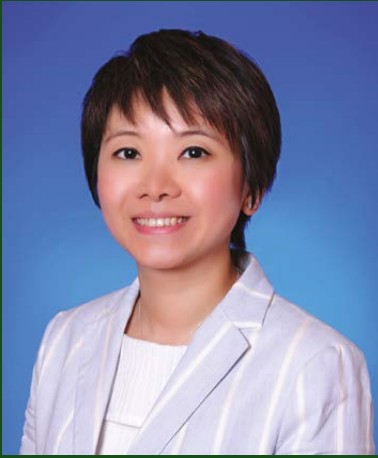
In 2018, the Green Teams were involved in the following highlighted initiatives:

- Collaborated with Clean the World to build hygiene kits which were delivered to families in need.
- Donated almost 90,000 amenity products (shampoo, conditioner and body wash) to underprivileged families in Africa.
- Collected 100 kgs rubbish for World Clean-up Day from the streets of Macau.
- Performed environmental education
 - More than 2,400 team members participated in our Environmental Educational Roadshows.
 - During Orientation all new team members learn about Wynn Resorts Macau's Sustainable objectives, programs and future goals and how they can help be more sustainable both at work and in the wider community.
- Repurposed many unused items or no longer needed to further reduce our landfill volume.
- Introduced textile recycling in conjunction with the University of Hong Kong and CHEFWORKS.
- Continued our participation in Annual WWF World Earth Hour where all non-essential façade lighting is switched off for 1-hour. We also participate in a monthly Earth Hour, switching off non-essential façade lighting for 1- hour.



I am proud to be a part of the Sustainability team at Wynn. Through our Green Teams, we open the narrative to make sure insights and ideas are welcome and should be communicated. Further, we emphasize that contributions by individuals will amount to significant impacts.

Kिरrily Costello
Manager, Sustainability



Food & Beverage operations offer a good opportunity for us to introduce our sustainability practices to our influential guests. We are offering healthier options at each of our exquisite restaurants. At the same time, we are exploring and expanding opportunities for sustainable localized sourcing and deploying a technical approach to minimizing our food waste.

Ruby O
Director
Environmental, Social and Governance

GREENING OUR FOOD & BEVERAGE

Practicing environmentally friendly food & beverage processes is key to driving sustainability throughout our organization. Our approach is three-fold;

- Mitigating single-use plastic
- Reducing food waste through education and technology
- Offering better options for our health conscious guests

MITIGATING SINGLE-USE PLASTIC

By offering our guests the option to forego the use of plastic straws, we have significantly reduced usage. In addition to this, we have also replaced plastic straws with reusable stainless steel straws, where appropriate and aesthetically pleasing. Further, we are in the process of replacing plastic straws with bio-pot straws, potato-based straws that bio-degrade in 18-24 months.

We have also undertaken the initiative to educate within our local community and extend our practices beyond our operations. Our Wynn Care team provided one million paper straws to local businesses to kickstart the mitigation process throughout Macau.

FOOD SAFETY

Food safety issues can have potential detrimental effects for our guests and can also result in excess food waste. We have always integrated extensive processes to assure food safety. For example, we operated the first microbiological laboratories to monitor cleanliness and product safety. To take

our safety procedures to the next level we decided to formalize our efforts based on international standards. We are committed to obtaining "HACCP" (Hazard Analysis Critical Control Point) certification and have a target for completion in 2020. That said, we are deep into implementation of HACCP management systems and are already practicing said methodologies. HACCP allows Wynn Resorts Macau to identify and control food safety hazards, and to manage and alleviate employee and guest food related health and safety risks. We take control of the risk of disruption and enhance quality assurance of our products and services.

FOOD WASTE MANAGEMENT

During 2018, we performed extensive analysis of methods to further reduce waste. Given the nature of our operations, food waste makes up a significant amount of our overall waste (including preparation, over-production and plate waste).

To help reduce our food waste, we introduced The Winnow system. The Winnow system has a "smart weighing meter technology" that helps to identify food waste by type and prepares daily reports specific to location and timing. With measurements and data management in place, we are better able to manage production to a more finite threshold which minimizes waste while at the same time ensuring we do not compromise our Forbes Five-Star offerings.

NORDAQ PREMIUM WATER

A key aspect to our goal to phase-out single-use plastic has been to find a solution to the traditional complimentary plastic water bottles common in integrated resorts. Wynn Resorts Macau will be the first integrated resort in Macau to offer Nordaq water.

We have implemented localized filtration systems in our Forbes Five-Star restaurants. We will be installing a filtration and bottling facility to supply our hotel and conference demand. When fully ramped, we will mitigate the use of plastic bottles throughout our operations. Nordaq offers both still and sparkling water and will also enable us to reduce our supply chain footprint by using local filtered water versus overseas branded alternatives.



“ Nordaq offers fresh, crystal-clear water that makes water taste like it should and everything else taste better.” (Kristoffer Luczak, Executive Vice President, Food & Beverage). ”

CONTENT INDEX (GRI AND HKEX ESG REPORTING)

GRI INDICATOR	HKEX ESG GUIDE	GRI - UNIVERSAL TOPIC	SECTION REFERENCE / COMMENTS
UNIVERSAL STANDARDS			
ORGANIZATIONAL PROFILE			
102-1		Name of the organization	Wynn Macau, Limited ("WML")
102-2		Activities, brands, products, and services	WML Sustainability Report 2018; Welcome to Wynn Macau, Limited WML 2018 Annual Report; Management Discussion and Analysis Wynn Macau and Wynn Palace websites
102-3		Location of headquarters	Rua Cidade de Sintra, NAPE, Macau SAR
102-4		Location of operations	Macau SAR, People's Republic of China
102-5		Ownership and legal form	Public listed company on the Hong Kong Stock Exchange. Approximately 72% beneficially held by Wynn Resorts, Limited.
102-6		Markets served	WML 2018 Annual Report; Management Discussion and Analysis
102-7		Scale of the organization	WML 2018 Annual Report; Management Discussion and Analysis
102-8	KPI B1.1	Information on employees and other workers	WML 2018 Annual Report; Directors and Senior Management WML Sustainability Report 2018; Empowering Employees
102-9		Supply chain	WML Sustainability Report 2018; Responsible Procurement
102-10		Significant changes to the organization and its supply chain	In 2018, WML made no significant changes to the organization and supply chain.
102-11		Precautionary Principle or approach	WML 2018 Annual Report - Corporate Governance Report

GRI INDICATOR	HKEX ESG GUIDE	GRI - UNIVERSAL TOPIC	SECTION REFERENCE / COMMENTS
102-12		External initiatives	EarthCheck (EMS) Benchmarking United Nations Sustainable Development Goals (UN SDGs) Hazard Analysis and Critical Control Points (HACCP) Winnow Solutions, Waste Monitor Sino-American Logistics Council Macau Shipper's Association Macau Productivity and Technology Transfer Center (CPTTM)
102-13		Membership of associations	US Green Building Council - LEED Pilot Credit Committee member PATA - Sustainability and Social Responsibility Committee member International Association for Food Protection (IAFP) Global Food Safety Initiatives (GFSI) The Food Safety Consortium (FSC)- HK Poly University
STRATEGY			
102-14		Statement from senior decision-maker	WML Sustainability Report 2018; A message from Linda Chen
102-15		Key impacts, risks, and opportunities	WML Sustainability Report 2018; Our Commitment, Risks and Opportunities, United Nations Sustainable Development Goals
ETHICS AND INTEGRITY			
102-16		Values, principles, standards, and norms of behavior	WML Sustainability Principles
102-17		Mechanisms for advice and concerns about ethics	WML Sustainability Principles Whistleblowing hotline provided on our internal website, The WIRE

GRI INDICATOR	HKEX ESG GUIDE	GRI - UNIVERSAL TOPIC	SECTION REFERENCE / COMMENTS
GOVERNANCE			
102-18		Governance structure	WML 2018 Annual Report; Corporate Governance Report WML Sustainability Report 2018; Governance
STAKEHOLDER ENGAGEMENT			
102-40		List of stakeholder groups	WML Sustainability Report 2018; Engaging our Stakeholders
102-41		Collective bargaining agreements	None of our employees are members of a labour union and we are not party to a collective bargaining or similar agreement with our employees.
102-42		Identifying and selecting stakeholders	WML Sustainability Report 2018; Engaging our Stakeholders
102-43		Approach to stakeholder engagement	WML Sustainability Report 2018; Engaging our Stakeholders
102-44		Key topics and concerns raised	WML Sustainability Report 2018; Reporting Practices and Materiality
REPORTING PRACTICE			
102-45		Entities included in the consolidated financial statements	WML 2018 Annual Report; Notes to Financial Statements; 1. Corporate and Group Information
102-46		Defining report content and topic Boundaries	WML Sustainability Report 2018; Our Commitment, About, Scope
102-47		List of material topics	WML Sustainability Report 2018; Reporting Practices and Materiality
102-48		Restatements of information	NA
102-49		Changes in reporting	NA
102-50		Reporting period	The highlights, content and metrics shared in this report cover calendar year 2018. We have provided trend data where feasible and 2019 updates.

GRI INDICATOR	HKEX ESG GUIDE	GRI - UNIVERSAL TOPIC	SECTION REFERENCE / COMMENTS
102-51		Date of most recent report	Calendar year 2018
102-52		Reporting cycle	WML Sustainability Report 2018; Our Commitment, About, Scope
102-53		Contact point for questions regarding the report	sustainability@wynnpalace.com
102-54		Claims of reporting in accordance with the GRI Standards	The material references GRI Standards as detailed in our Content Index for Reporting Guidelines.
102-55		GRI content index	WML Sustainability Report 2018; Content Index (GRI and HKEX ESG)
102-56		External assurance	At this time, our Internal Audit team examines our Scope 1 and 2 emissions data. We are considering limited assurance for future reports.

SPECIFIC STANDARD DISCLOSURES - ECONOMIC

201 - ECONOMIC PERFORMANCE

201-1		Direct economic value generated and distributed	WML Sustainability Report 2018; Economic Strength WML 2018 Annual Report; Financial Statements
201-2		Risks and opportunities generated by climate change that may impact revenue and operations	WML Sustainability Report 2018; Our Commitment, Risks and Opportunities
201-3		Defined benefit plan obligations and other retirement plans liabilities	WML Sustainability Report 2018; Empowering Employees
201-3		Percentage of salary contributed by employee	Salary contribution of five percent.
201-3		Percentage of salary contributed by employer	Wynn matches five percent.

GRI INDICATOR	HKEX ESG GUIDE	GRI - UNIVERSAL TOPIC	SECTION REFERENCE / COMMENTS
201-3		Level of participation in plan	At year end 2018, we had 90.5% level of participation. The Provident Fund is offered to 100% of our Macau contracted employees. We have various other plans for our Worldwide Wynn employees in Macau.
201-4		Financial assistance received from the government - tax, subsidies, awards, incentives.	NA
202 - MARKET PRESENCE			
202-1		Entry level wage vs. minimum wage	Macau has a minimum wage for cleaning and security employees in the property management services industry. Our lowest paid compendium position, which is an entry level position has a starting pay that is significantly higher than the minimum wage.
203 - INDIRECT ECONOMIC IMPACTS			
203-1		Infrastructure investment, impact on local community	WML Sustainability Report 2018; Economic Strength
203-1		Significant indirect economic impacts	WML Sustainability Report 2018; Economic Strength
204 - PROCUREMENT PRACTICES			
204-1	KPI B5.1-B5.2	Procurement % local suppliers	WML Sustainability Report 2018; Economic Strength Responsible Procurement Number of suppliers by geographical region is as follows: 956 Macau, 581 Hong Kong and 475 other.

GRI INDICATOR	HKEX ESG GUIDE	GRI - UNIVERSAL TOPIC	SECTION REFERENCE / COMMENTS
205 - ANTI-CORRUPTION			
103-1 to 103-3	GD-B7 KPI B7.2	Explanation on the material topic and its boundary. Management approach and its components. Evaluation of the management approach.	WML Sustainability Principles; Anti-Corruption WML Sustainability Report 2018; Reporting Practices and Materiality An integrity hotline and dedicated email are hosted by an independent third party to facilitate the anonymous reporting of any suspected illegal, criminal, or inappropriate activity (whistleblowing). We have extensive policies and practices to ensure that we comply with all relevant laws and regulations with respect to anti-corruption, bribery, anti-money laundering, extortion and fraud.
205-3		Confirmed incidents of corruption	No incidents of corruption are noted.
205-3	KPI B7.1	Legal cases relating to corruption	WML 2018 Annual Report; Notes to Financial Statements; 25. Commitments and Contingencies There were no identified legal cases regarding corrupt practices in 2018.
206 - ANTI-COMPETITIVE BEHAVIOR			
206-1		Anti-competitive, anti-trust and monopoly legal actions	WML 2018 Annual Report; Notes to Financial Statements; 25. Commitments and Contingencies
SPECIFIC STANDARD DISCLOSURE - ENVIRONMENTAL			
301 - MATERIALS			
103-1 to 103-3	KPI A2.5	Explanation on the material topic and its boundary. Management approach and its components. Evaluation of the management approach.	Wynn is primarily engaged in the provision of hospitality and gaming services. Packaging materials have not been disclosed for 2018. WML Sustainability Report 2018; Reporting Practices and Materiality

GRI INDICATOR	HKEX ESG GUIDE	GRI - UNIVERSAL TOPIC	SECTION REFERENCE / COMMENTS
302 - ENERGY			
103-1 to 103-3	GD-A2	Explanation on the material topic and its boundary. Management approach and its components. Evaluation of the management approach.	WML Sustainability Report 2018; Prioritizing a Healthy Planet WML Sustainability Report 2018; Reporting Practices and Materiality
302-1	KPI A2.1	Total fuel consumption, renewable vs. non-renewable. Segmented by electricity, heating, cooling and steam.	WML Sustainability Report 2018; Environmental Performance Total energy consumption includes contracted guest bus fuel consumption.
302-2	KPI A2.1	Energy consumption outside the organization	WML Sustainability Report 2018; Environmental Performance Contracted guest tour coach buses are included in our calculations.
302-3	KPI A2.1	Energy Intensity	WML Sustainability Report 2018; Environmental Performance Energy usage includes gaming, convention, hotel, retail and food & beverage operations. The intensities are calculated based on resort footprint in square meters which remains mostly constant. Thus, energy usage may vary based on activities including food & beverage covers and hotel occupancies, not reflected in this equation.
302-4	KPI A2.3	Reduction of Energy Consumption	WML Sustainability Report 2018; Prioritizing a Healthy Planet
302-5	KPI A2.3	Reduction of Energy for products and services	WML Sustainability Report 2018; Prioritizing a Healthy Planet

GRI INDICATOR	HKEX ESG GUIDE	GRI - UNIVERSAL TOPIC	SECTION REFERENCE / COMMENTS
303 - WATER			
303-3	KPI A2.2, KPI A2.4	Water withdrawal by source - Surface water, ground water, rainwater, waste water or municipal	WML Sustainability Report 2018; Environmental Performance Water usage is comprehensive of resort operations including water use from public operations restrooms for mass visitation day guests. Water intensity is based number of guest nights (hotel rooms occupied). Thus not all variables that may increase or decrease water usage are considered in the equation.
304 - BIO DIVERSITY			
103-1 to 103-3	GD-A3 KPI A3.1	Explanation on the material topic and its boundary. Management approach and its components. Evaluation of the management approach.	WML Sustainability Report 2018; Prioritizing a Healthy Planet WML Sustainability Report 2018; Reporting Practices and Materiality
305 - EMISSIONS			
103-1 to 103-3	GD-A1	Explanation on the material topic and its boundary. Management approach and its components. Evaluation of the management approach.	WML Sustainability Report 2018; Prioritizing a Healthy Planet
305-1	KPI A1.1-A1.2	Direct (Scope 1) GHG emissions	WML Sustainability Report 2018; Environmental Performance
305-2	KPI A1.1-A1.2	Energy Indirect (Scope 2) GHG emissions	WML Sustainability Report 2018; Environmental Performance
305-3	KPI A1.1-A1.2	Other Indirect (Scope 3) GHG emissions	Scope 3 emissions will be evaluated for disclosure on a year-to-year basis in the future. At this time, we have not implemented processes to measure scope 3 emissions.
305-4	KPI A1.1-A1.2	GHG emission intensities	WML Sustainability Report 2018; Environmental Performance

GRI INDICATOR	HKEX ESG GUIDE	GRI - UNIVERSAL TOPIC	SECTION REFERENCE / COMMENTS
305-5	KPI A1.5	Reduction of GHG Emissions	WML Sustainability Report 2018; Environmental Performance
305-7	KPI A1.2	Nitrogen oxide and sulfur oxide air omissions	WML Sustainability Report 2018; Environmental Performance
306 - EFFLUENTS AND WASTE			
103-1 to 103-3	KPI A1.6	Explanation on the material topic and its boundary. Management approach and its components. Evaluation of the management approach.	WML Sustainability Report 2018; Prioritizing a Healthy Planet WML Sustainability Report 2018; Reporting Practices and Materiality Environmental Performance
306-2	KPI A1.3, KPI A1.4, KPI A1.6	Waste by type and disposal method, hazardous and non-hazardous (reuse, recycling, composting, recovery, incineration, landfill, other)	WML Sustainability Report 2018; Prioritizing a Healthy Planet Environmental Performance Hazardous waste is not a material issue to Wynn. Hazardous waste is disposed according to local regulations.
307 - ENVIRONMENTAL COMPLIANCE			
307-1		Non-compliance with environmental laws	In 2018, there were no confirmed incidents of non-compliance in relation to environmental protection laws or regulations that have a significant impact on us.
308 - SUPPLIER ENVIRONMENTAL ASSESSMENT			
103-1 to 103-3	GD-B5	Explanation on the material topic and its boundary. Management approach and its components. Evaluation of the management approach.	WML Sustainability Report 2018; Responsible Procurement WML Sustainability Report 2018; Reporting Practices and Materiality
308-1		New supplier screening	WML Sustainability Report 2018; Responsible Procurement
308-2		Negative impact in supply chain / actions taken	In 2018, there were no confirmed incidents of non-compliance in relation to supply chain.

GRI INDICATOR	HKEX ESG GUIDE	GRI - UNIVERSAL TOPIC	SECTION REFERENCE / COMMENTS
SPECIFIC STANDARD DISCLOSURES - SOCIAL			
401 - EMPLOYMENT			
103-1 to 103-3	GD-B1	Explanation on the material topic and its boundary. Management approach and its components. Evaluation of the management approach.	WML Sustainability Report 2018; Our Commitment, Engaging our Stakeholders, Empowering Employees WML Sustainability Report 2018; Reporting Practices and Materiality We comply with all material labor laws and have established policies and practices to govern the terms of employment, including with regard to compensation and dismissal, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare.
401-1	KPI B1.1 - B1.2	New employee hires and employment turnover (age group, gender, region)	WML Sustainability Report 2018; Empowering Employees
401-2		Benefits full-time employees	WML Sustainability Report 2018; Empowering Employees
401-3		Parental leave	WML Sustainability Report 2018; Empowering Employees
402 - LABOR MANAGEMENT			
402-1		Minimum notice regarding operational changes	Significant operational changes are communicated in due process at the discretion of Human Resources and Executive Management.
403 - OCCUPATION HEALTH & SAFETY			
103-1 to 103-3	GD-B2	Explanation on the material topic and its boundary. Management approach and its components. Evaluation of the management approach.	WML Sustainability Principles; Health & Safety WML Sustainability Report 2018; Reporting Practices and Materiality In 2018, there were no major incidents of non-compliance or grievance in relation to health and safety laws and regulations. There were no incidents of occupational hazards in 2018. We comply with all material health and safety laws and have established policies and practices in place to provide a safe working environment.

GRI INDICATOR	HKEX ESG GUIDE	GRI - UNIVERSAL TOPIC	SECTION REFERENCE / COMMENTS
403-2	KPI B2.1, B2.2, B2.3	Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities.	WML Sustainability Principles; Health & Safety Injury rate includes all reported incidents including minor first aid. Injury rate was 4.8 incidents per 200,000 hours worked. Lost days rate was 91 days per 200,000 hours worked. Lost days count starts on the first full day of work missed. Absentee rate was 1.9% of days per total days worked. Absentee rate excludes unpaid leave days. The company provides six paid sick days per employee per year.
403-4		Health and safety topics covered in formal agreements with trade unions	WML Sustainability Principles; Health & Safety
404 - TRAINING & EDUCATION			
103-1 to 103-3	GD-B3	Explanation on the material topic and its boundary. Management approach and its components. Evaluation of the management approach.	WML Sustainability Report 2018; Reporting Practices and Materiality, Learning & Advancement
404-1	KPI B3.1 - B3.2	Average hours of training per year per employee	WML Sustainability Report 2018; Empowering Employees
404-2		Programs for upgrading employee skills	WML Sustainability Report 2018; Learning & Advancement - Attracting and Developing Top Local Talent, Developing Wynn Talent and Training Highlights and Mentorship Culture
404-3		Percentage of employees received regular performance reviews	WML Sustainability Report 2018; Empowering Employees WML Sustainability Principles

GRI INDICATOR	HKEX ESG GUIDE	GRI - UNIVERSAL TOPIC	SECTION REFERENCE / COMMENTS
405 - DIVERSITY AND EQUAL OPPORTUNITY			
405-1		Diversity of governance bodies and employees	WML Sustainability Principles
405-2		Ratio of basic salary for men and women	WML Sustainability Report 2018; Empowering Employees
406 - NON-DISCRIMINATION			
406-1	GD-B1	Incidents of discrimination / actions taken	WML Sustainability Principles; Sexual Harrassment and Discrimination Wynn has policies and annual training covering non-discrimination. Human Resources has the overall responsibility for maintaining effective enforcement of non-discrimination and harassment policies.
408 - CHILD LABOR			
103-1 to 103-3	GD-B4, KPI B4.1 - B4.2	Explanation on the material topic and its boundary. Management approach and its components. Evaluation of the management approach.	WML Sustainability Principles; Child and Forced Labor WML Sustainability Report 2018; Reporting Practices and Materiality There were no incidents of child or forced labor in 2018. We also adhere to laws and regulations that relate to the prevention of child and forced labor and have policies to prevent such from occurring.
408-1		Operations and suppliers at significant risk for incidents of child labor	WML Sustainability Principles; Child and Forced Labor
409 - FORCED OR COMPULSORY LABOR			
409-1		Operations and suppliers at significant risk for incidents of forced or compulsory labor	WML Sustainability Principles; Child and Forced Labor
412 - HUMAN RIGHTS			
412-2		Employee training on human rights policies or procedures (hours and percentage)	WML Sustainability Principles; Ethics and Integrity, Annual Mandatory Training.

GRI INDICATOR	HKEX ESG GUIDE	GRI - UNIVERSAL TOPIC	SECTION REFERENCE / COMMENTS
413 - LOCAL COMMUNITIES			
103-1 to 103-3	GD-B8	Explanation on the material topic and its boundary. Management approach and its components. Evaluation of the management approach.	WML Sustainability Report 2018; Fortifying Vibrant Communities WML Sustainability Report 2018; Reporting Practices and Materiality
413-1	KPI B8.1-B8.2	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs.	WML Sustainability Report 2018; Fortifying Vibrant Communities All operations had local community engagement programs in 2018.
414 - SUPPLIER SOCIAL ASSESSMENT			
103-1 to 103-3	GD - B5	Explanation on the material topic and its boundary. Management approach and its components. Evaluation of the management approach.	WML Sustainability Report 2018; Responsible Procurement Reporting Practices and Materiality
414-1		Percentage of new suppliers that were screened using social criteria.	WML Sustainability Report 2018; Responsible Procurement
414-2		Negative social impacts in the supply chain and actions taken	In 2018, there were no confirmed incidents of non-compliance in relation to supply chain.
416 - CUSTOMER HEALTH AND SAFETY			
103-1 to 103-3	GD - B6	Explanation on the material topic and its boundary. Management approach and its components. Evaluation of the management approach.	WML Sustainability Principles; Health & Safety WML Sustainability Report 2018; Reporting Practices and Materiality We have policies to ensure our products and services meet our quality standards and we comply with applicable laws that relate to the provision of our products and services that are material to our business. We promote responsible gaming.

GRI INDICATOR	HKEX ESG GUIDE	GRI - UNIVERSAL TOPIC	SECTION REFERENCE / COMMENTS
416-1		Assessment of the health and safety impacts of product and service categories	WML Sustainability Report 2018; Food Safety
416-2	KPI B6.1	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2018, there were no confirmed incidents of non-compliance concerning safety impacts of products and services. No products were subject to recalls for health or safety reasons.
418 - CUSTOMER PRIVACY			
103-1 to 103-3	KPI B6.5	Explanation on the material topic and its boundary. Management approach and its components. Evaluation of the management approach.	WML Sustainability Principles; Data Privacy WML Sustainability Report 2018; Reporting Practices and Materiality
418-1	KPI B6.5	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2018, there were no confirmed incidents of non-compliance concerning breaches of customer privacy and customer data.
419 - SOCIO-ECONOMIC COMPLIANCE			
419-1	KPI B6.3	Non-compliance with laws and regulations in the social and economic area (intellectual property).	Our Legal department monitors our commitment and compliance to intellectual property rights protection.
419-1	KPI B6.2, B6.4	Non-compliance with laws and regulations in the social and economic area (quality assurance).	Our quality assurance process is a considered approach mandated across our service platforms. We had no incidents of product recall in 2018.
419-1	KPI B6.5	Non-compliance with laws and regulations in the social and economic area (consumer data protection and privacy policies).	WML Sustainability Principles; Customer Privacy



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