



WYNN MACAU, LIMITED 2023 SUSTAINABILITY REPORT

(incorporated in the Cayman Islands with limited liability)
Stock Code: 1128

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SHARE YOUR FEEDBACK

We welcome feedback and questions on this report and encourage you to send them to our Sustainability team at sustainability@wynnpalace.com.

The English version shall prevail in case of any discrepancy or inconsistency between the English version and its Chinese translation.

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Welcome to Wynn

A Message from Linda Chen



Achieving positive, lasting change is the work of many hands, all pulling together in the same direction and motivated by a shared purpose. Through such efforts, organizations are able to leave a legacy for the stakeholders and communities that they serve. At Wynn, we are proud of the results we have achieved and our contributions towards the various causes we supported this year.

Our contributions which support the community and our philanthropic efforts are led by the Wynn Care Foundation. Wynn Care Foundation focuses on six key areas: youth and education, entrepreneurship and innovation, cultural and sports industries, rural revitalization, underprivileged group support, and special medical and educational needs. Our ongoing efforts have helped nurture the community and support those in need, including through donations and sponsorships, with our most recent contribution of MOP 10 million in support of earthquake relief in Gansu province in mainland China. Our Wynn team members are an integral part of the outreach that we do as part of the Wynn Care Foundation and we encourage volunteerism from all levels within our organization. The efforts within our community could not have been achieved without the support of the 3,800 Wynn Employee Volunteers who contributed over 12,600 hours of their time during the year to our various causes.

A key focus in 2023 has been to support Macau's ongoing diversification efforts and the local government's "1+4" diversification development strategy. Wynn accomplished numerous initiatives and activities this year as part of this diversification effort, including hosting sporting events, concerts, entertainment offerings, art exhibitions, community activations, along with many others. We are particularly proud of our efforts in support of community tourism, creating several activations, events and performances centered primarily within the Rua da Felicidade area. These efforts support our Macau community as we continue our efforts alongside the local government to diversify our economy and tourist offerings.

Wynn has also continued to strengthen our commercial relationships with local Macau enterprises. 80.6% of our total procurement is now being sourced from local suppliers. In order to ensure that local small and medium-sized enterprises (SMEs) benefit, Wynn featured eight back-of-house roadshows to introduce our team members to quality products from local SMEs, supporting upskilling SMEs through numerous training programs held during the year and hosting several business matching sessions to source more products from local SMEs.

Wynn has also made it a priority to invest in enhancing the vocational and technical skills of the local youth through hands-on training. Highlights include our efforts within the Wynn Food and Beverage Academy, which held 38 masterclasses for over 1,300 participants, including our team members, local university students, and the broader Macau community. Continuing our longstanding support for academic institutions, a donation of MOP 3 million also helped to extend our support for the Macau University of Science and Technology's 2023/2024 program to attract high-level scholars to the university and Macau.

Our workforce also continues to reflect our deep roots in Macau, with 79.4% of our employees being local. Highlighting the strength of our culture for upskilling and the development of our employees, Wynn was recognized in 2023 with a number of awards, including the "BEST Award" by the Association for Talent Development. Wynn was the only enterprise within Hong Kong and Macau to receive this distinction in 2023, a reflection of the importance we place on nurturing and growing our internal team members.

Our optimism for the future in Macau is further reflected via our ongoing commitment to finding new ways to introduce sustainable initiatives in support of Macau's long-term sustainability goals. In 2023, Wynn became the first integrated resort to partner with a local SME to recycle our used playing cards, a significant milestone for the industry and for broader recycling efforts in Macau. Wynn also continues to focus on the energy efficiency and sustainable practices at our resorts through various efforts. In recognition of this, our hotels retained the Silver Certification from EarthCheck with Wynn becoming the only resort operator in Macau to have all its properties EarthCheck certified. In addition, for the second consecutive year, Wynn achieved a top 10 ranking in the 3rd Greater China Hotel Business Sustainability Index and top 20 in the 4th Greater Bay Area Business Sustainability Index, recognizing the Company's corporate social responsibility (CSR) values, CSR management and CSR practices.

We are optimistic that Wynn and Macau will continue to grow sustainably together in the years ahead. We look forward to expanding our efforts to support our local SMEs, develop our employees, better our community, and continue the path towards a greener environment in Macau for future generations.

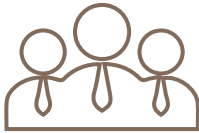


Linda Chen

President, Vice Chairman and Executive Director
Wynn Macau, Limited

2023 Highlights

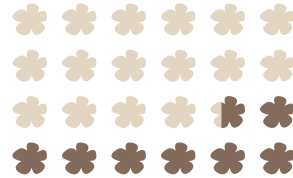
Empowering Employees



WE EMPLOY
11,484
team members on average
in 2023 at Wynn



128,000+
TRAINING HOURS
PROVIDED



32.1%
of our original Wynn Macau
team members from 2006 still
WORKED WITH US IN 2023

Fortifying Vibrant Communities



DONATIONS AND
SPONSORSHIPS OF
HK\$74.3M
given to community groups
and non-profit organizations

3,796
VOLUNTEER
PARTICIPANTS
CONTRIBUTED



12,629
HOURS OF
VOLUNTEER ACTIVITIES



80.6%
OF TOTAL PROCUREMENT
SPEND FROM
LOCAL MACAU SUPPLIERS

Our Planet



WASTE DIVERSION
INCREASED BY
17.5%*



NEARLY
48
METRIC TONS OF
SOAP RECYCLED
through Clean the World Asia
since 2014



TOTAL GREENHOUSE
GAS (GHG)
EMISSIONS (t CO₂e)
DECREASED BY
36.6%*

* Compared to 2019 (Pre-pandemic level)

Awards



24 FORBES TRAVEL GUIDE (FTG) FIVE-STAR AWARDS

Wynn Resorts has maintained its 24 FTG Five-Star Awards in 2023, more than any other independent hotel company in the world.



7 MICHELIN STARS AWARDED TO 4 SIGNATURE RESTAURANTS

Wing Lei and Mizumi at Wynn Macau as well as Sichuan Moon at Wynn Palace each achieved two Michelin Stars. Wing Lei Palace retained its one Michelin star.



5 DIAMONDS FROM 2023 BLACK PEARL RESTAURANT GUIDE AWARDED TO 3 SIGNATURE RESTAURANTS

Wing Lei Palace and Mizumi once more earned "Two-Diamond Restaurant", with Wing Lei Palace earning two Diamonds for a fifth consecutive year; SW Steakhouse received the "One-Diamond Restaurant" honor once again.



ASSOCIATION FOR TALENT DEVELOPMENT (ATD) BEST AWARD

Wynn was awarded the "BEST Award" by the ATD, making it the only enterprise in Hong Kong and Macau, among global participants, to achieve this distinction in 2023.



THE HONG KONG INSTITUTE OF HUMAN RESOURCE MANAGEMENT HR EXCELLENCE AWARDS

Wynn was awarded the Excellent Award in Talent Management Award, the highest honor received in the Greater Bay Area (GBA) category and the Merit Award in Grand Award of Talent Management under the Organisational Category.



HONG KONG MANAGEMENT ASSOCIATION (HKMA) AWARD FOR EXCELLENCE IN TRAINING AND DEVELOPMENT

Wynn was the only company in Macau to receive the highly coveted HKMA "Award for Excellence in Training and Development — Bronze Award" and a "Certificate of Excellence in Career Development". Wynn now ranks among the Top 10 HKMA companies, showcasing the excellent results of our Management Development Program (MDP).



EARTHCHECK SILVER CERTIFICATION

Wynn retained our Silver Certification from EarthCheck, the world's leading scientific benchmarking, certification and advisory group. Wynn is the only resort operator in Macau to have all its properties EarthCheck certified.



TOP 10 IN THE GREATER CHINA HOTEL BUSINESS SUSTAINABILITY INDEX (HBSI) AND TOP 20 IN THE GREATER BAY AREA BUSINESS SUSTAINABILITY INDEX (GBABSI)

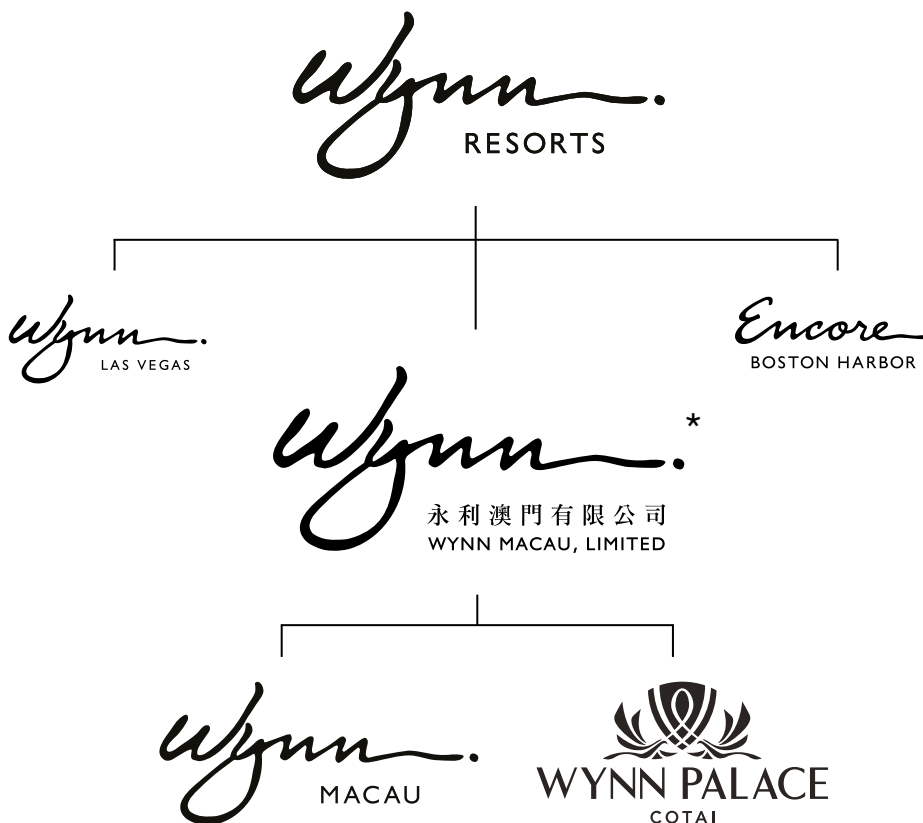
Wynn achieved a Top 10 ranking in the 3rd HBSI and Top 20 in the 4th GBABSI, recognizing the Company's CSR values, CSR management and CSR practices, as well as the Company's contributions to economic, social and environmental sustainability.

Welcome to Wynn Macau, Limited

Based out of Las Vegas, Nevada, Wynn Resorts, Limited (Wynn Resorts) is a developer and operator of integrated destination casino resorts. A majority-owned subsidiary of National Association of Securities Dealers Automatic Quotation System (NASDAQ) listed Wynn Resorts, Wynn Macau, Limited, is traded on the Main Board of The Stock Exchange of Hong Kong Limited (Hong Kong Stock Exchange) in the Hong Kong Special Administrative Region of the People's Republic of China (Hong Kong) and is the owner and operator of two integrated resorts in the Macau Special Administrative Region of the People's Republic of China (Macau).

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 Resorts has maintained its 24 FTG Five-Star Awards in 2023, more than any other independent hotel company in the world. Beyond Wynn Resorts' highly rated resorts in Las Vegas and Boston, our luxury properties, Wynn Macau and Wynn Palace, hold claim to 15 Forbes Five-Star Awards combined, making us the most decorated integrated resort brand in Asia.



**Wynn Resorts owns approximately 72% of the shares of the Company, and the remaining approximately 28% are owned by public shareholders.*

Wynn Macau

Wynn Macau, which opened in September 2006, features two luxury hotel towers with a total of 1,010 guest rooms and suites, approximately 294,000 square feet of casino space, 14 food and beverage outlets, approximately 31,000 square feet of meeting and convention space, approximately 64,300 square feet of retail space, a performance lake, a rotunda show, and recreation and leisure facilities. Wynn Macau maintains its exclusive status as the only resort worldwide with eight Forbes Travel Guide Five-Star Awards.



1,010
guest rooms
and suites



294,000
square feet of
casino space



14
food and
beverage outlets



31,000
square feet of meeting
and convention space

Wynn Palace

Wynn Palace, which opened in August 2016, features a luxury hotel tower with a total of 1,706 guest rooms, suites and villas, approximately 468,000 square feet of casino space, 14 food and beverage outlets, approximately 37,000 square feet of meeting and convention space, approximately 107,000 square feet of retail space, public attractions including a performance lake and floral art displays, and recreation and leisure facilities. Wynn Palace continues to have the most Forbes Travel Guide Five-Star restaurants of any individual resort in the world.



1,706
guest rooms,
suites, and villas



468,000
square feet of
casino space

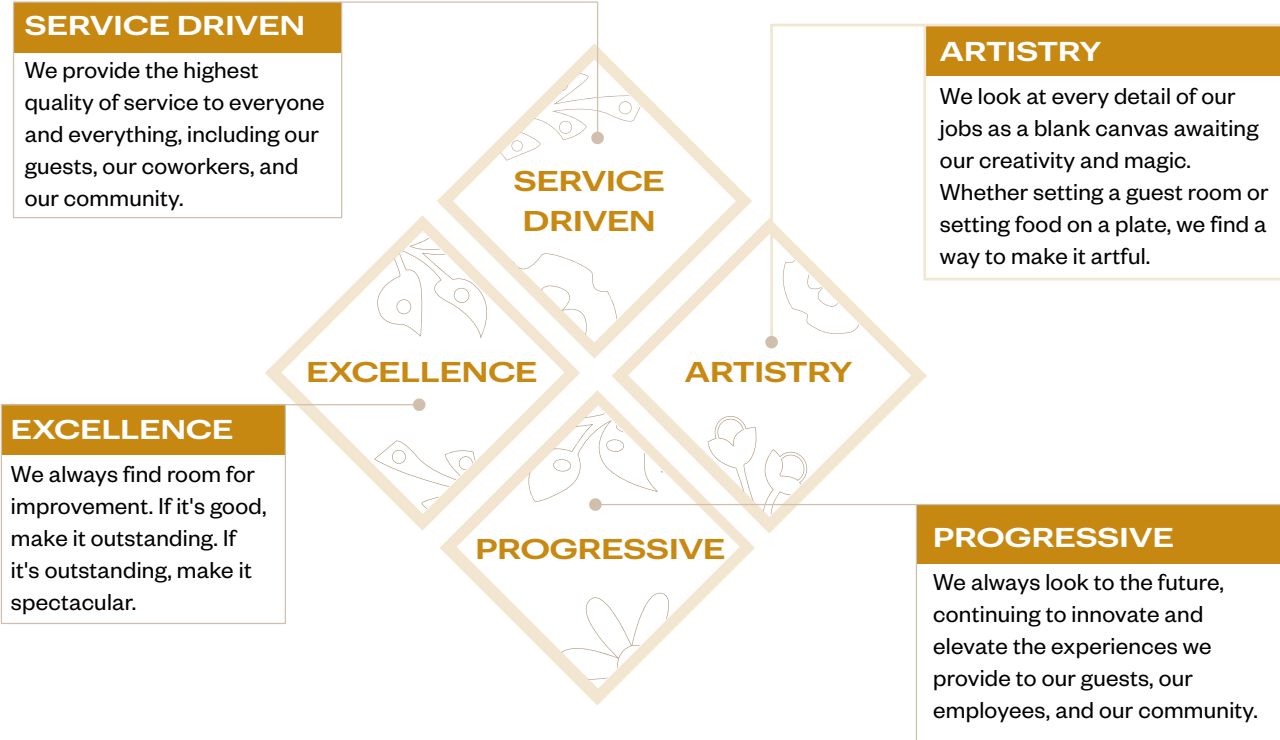


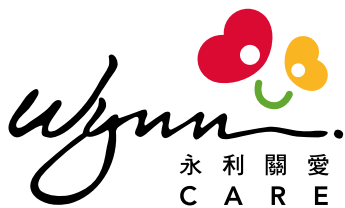
14
food and
beverage outlets



37,000
square feet of meeting
and convention space

Our Core Values





Since its establishment in 2002, Wynn has always regarded community care as our key priority. Over the years, we have been dedicated to promoting the prosperity of Macau and have made positive impacts here, in mainland China, and in other areas.

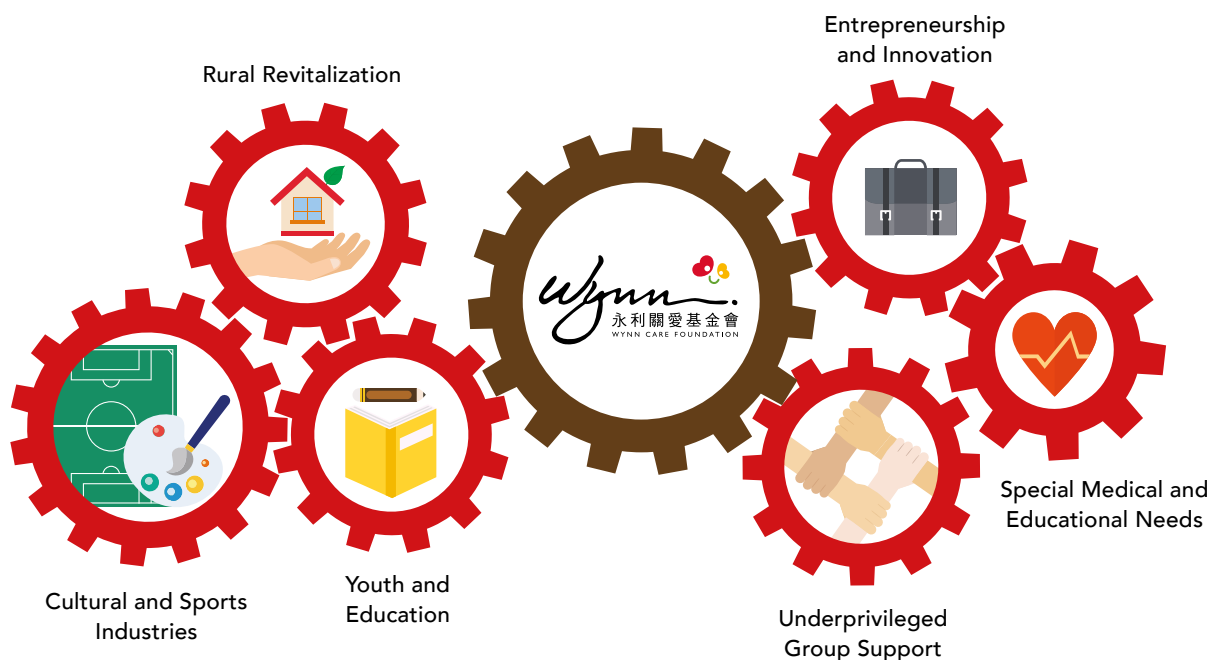
At Wynn, we understand that organized effort empowers businesses to fulfil their social responsibilities more effectively. To this end, Wynn established a volunteer team to bring positive energy to local urban communities through voluntary service. In 2018, Wynn Care was established to signify our charitable efforts in leveraging resources from various

departments of the Wynn group and our external partners to jointly create positive synergy in our community and the wider world.

In 2020, the Wynn Care Foundation was established with the approval of the Chief Executive of Macau to enhance our continued commitment to the public to serve the community in collaboration with the governments of mainland China and Macau, as well as public and private entities. We strive to make social contributions to six identified focus areas: youth and education, entrepreneurship and innovation, cultural and sports industries, rural revitalization, underprivileged group support, and

special medical and educational needs.

At Wynn, we regard "giving back to society" as the cornerstone of our CSR, in full alignment with our corporate culture. Wynn has always been committed to sharing our culture of caring and we consider organizing social services as our responsibility here in Macau. We aim to not only become a business leader, but also aspire to be a sustainable force for social good, and we achieve this goal by gathering and leveraging the wisdom and resources of all sectors in our community.





Goldleaf Sustainability Program

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



1

INVENT SOLUTIONS

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

2

ADD VALUE

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

3

TAKE ACTION

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

4

SCALE KNOWLEDGE

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

Wynn Sustainability Goals

In 2023, Wynn achieved excellence as our employees took ownership, providing exceptional service with genuine empathy and a commitment to surpassing guest expectations. From culinary artistry to community programming, our team’s dedication shone through. Looking ahead, we are poised for even more extraordinary events, continuing to redefine the Wynn experience.

Company Commitments

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

Our Sustainability Goals

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

NET-ZERO BY 2050:

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

CARBON DIOXIDE EMISSIONS PEAK BY 2030:

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

Our goals and strategy are aligned with the recommendations made by the Intergovernmental Panel on Climate Change for limiting global warming to below 1.5 degrees Celsius, as referenced in the 2015 Paris Climate Accord. Our corporate sustainability goals are continuously informed by new findings in climate science.

Learn more about our sustainability programs and initiatives in the [Our Planet](#) section of this report.



The background is a solid teal color. It features several white line-art illustrations. In the upper left, there is a stylized fan with several segments, each containing a small circle. In the upper right, there is a large, abstract flower-like shape. In the lower left, there is a detailed five-petaled flower. In the lower right, there is another abstract, rounded shape.

Our Approach to Sustainability

Our Approach to Sustainability

Wynn is dedicated to excellence. As a premium operator, we understand that providing the ultimate luxury experience is contingent upon integrating sustainability into our business objectives, strategies and operations. Wynn's Goldleaf Sustainability Program guides every step of the way to our sustainability goals. While we are striving to fulfill our bold commitments, we choose to openly and comprehensively disclose environmental, social, and governance (ESG) related information to our stakeholders so that they can receive reliable, comparable and verifiable information on our progress.

Our Stakeholders

At Wynn, we understand the importance of continuous, active, two-way engagement with our stakeholders. The participation of stakeholders is integral to developing and achieving an accountable and strategic approach to sustainability.

The stakeholders we engage are selected based on their relationships with the Company and include Wynn's employees, suppliers and local SMEs, guests, investors, representatives from non-governmental organizations (NGOs), local community groups and the government. 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. These collaborations shape the content of this report and help us communicate our progress to our stakeholders.

Government



Wynn values our relationship with government and believes it is critical to understand government priorities.

HOW WE ENGAGE

- » Meetings
- » Briefings
- » Regulatory filings
- » Public and private forums

Guests



Providing the ultimate guest experience is at the center of Wynn's business model. Meaningful interaction and building a strong affinity with our guests are key to understanding their evolving preferences.

HOW WE ENGAGE

- » Guest service
- » Marketing host and loyalty programs
- » Guest feedback questionnaires
- » Media communications channels

NGOs



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 ESG issues as they arise.

HOW WE ENGAGE

- » Media communications channels
- » Public and private forums
- » Briefings and meetings
- » Regular volunteering events

Suppliers and Local SMEs



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 SMEs, develop local human capital, and minimize its carbon footprint.

HOW WE ENGAGE

- » Business relationships and partnerships
- » Local SMEs partnerships
- » Surveys and interviews
- » Trainings, seminars and forums

Employees



Wynn focuses on providing the industry's best workplace practices. Understanding our employees is critical to our ability to attract and retain talent.

HOW WE ENGAGE

- » Employee support services
- » Training and development
- » Employee informational exhibitions
- » Reward and recognition programs
- » Wynn Stories
- » Surveys and interviews

Investors



Wynn engages with its investment community, including shareholders, to understand and communicate financial and non-financial performance expectations and results.

HOW WE ENGAGE

- » Earnings releases and announcements
- » Meetings through investor relations channels
- » Filings with the Hong Kong Stock Exchange

Local Communities



Wynn is committed to developing and enhancing local communities through numerous volunteering programs and charitable giving.

HOW WE ENGAGE

- » Volunteering events
- » Charitable giving and sponsorships
- » Fund raising
- » Community activations

Material ESG Topics

Our approach to sustainability is directed by the topics that we consider to be material and significant to our business practices. We use the concept of materiality as a framework for the allocation of financial and human capital and have set various internal goals for certain material ESG topics, which we monitor regularly. Executive management members and the board of directors of the Company (Board) are responsible for our ESG efforts.

In 2023, Wynn completed an ESG stakeholder engagement exercise, including stakeholder interviews and online surveys, to improve sustainable strategies and practices, as well as to meet the needs and expectations of our stakeholder groups. The core objectives were to:

- Identify priority ESG topics for Wynn;
- Solidify alignment and shared aspirations for sustainability leadership;
- Identify opportunities for sustainability advancement; and
- Review our 15 material ESG topics identified in 2021 and reassess their significance to both internal and external stakeholders.

A global sustainability advisory firm was contracted to conduct this stakeholder engagement and materiality assessment exercise. The advisory firm carried out research to identify the universe of material ESG topics relevant to both Wynn's business and its industrial peers, which facilitated interviews with Wynn's internal and external stakeholders to review topics of concern.

As a result of this reassessment, we decided to report on 18 material ESG topics in future reports, with "Privacy and cyber security", "Sustainable transportation" and "Diversity, equity and inclusion" added to our material ESG topics. A more detailed list of material ESG topics can be found in the materiality matrix on page 20.

Stakeholder Engagement and Materiality Assessment Process

Topic Identification

We identified our material ESG topics based on our business model and the industry in which we operate through a comprehensive comparison to what our peers are reporting, and looked to various frameworks for ESG reporting, including the Hong Kong Exchanges and Clearing Limited (HKEX) ESG Reporting Guide, the Global Reporting Initiative (GRI) Standards, and the Sustainability Accounting Standards Board (SASB) industry standards for reporting. We revisit these frameworks regularly and rely on external resources for updates to the evolving requirements.



Topic Prioritization

We identified seven stakeholder groups, detailed in the Our Stakeholders section. We reviewed and prioritized all topics that stakeholders may find relevant, then arranged engagement exercises with our stakeholders through surveys and interviews. These were conducted based on their perceived willingness to engage regarding Wynn and its operational activities.

Upon receipt of the survey results and completion of the interviews, we analyzed the responses, material ESG topics rankings and general insights. We also analyzed emerging risks and trends that could impact our operations in the future. Upon analyzing the relative materiality among the ESG topics that are relevant to these risks and trends, 18 material ESG topics were identified.



Topic Validation

We discussed the material ESG topics and validated the prioritization of these topics with our executive management members, and sought endorsement from the Board on our list of material ESG topics. The material ESG topics were weighted according to their importance to our stakeholders and our business.



ESG Strategy Formulation

Based on the resulting material ESG topics derived from the stakeholder engagement exercise and materiality assessment, we formulated our ESG strategy and reporting framework into four sections:

- Our People
- Our Communities
- Our Planet
- Our Governance

Material ESG Topics Boundaries

Following identification of our material ESG topics, we determined the boundaries for each material ESG topic with reference to the HKEX ESG Reporting Guide, the GRI Standards and the SASB industry standards. This involved a boundary mapping exercise and subsequent validation by considering internal factors, such as Wynn's operating environment, and external factors, such as emerging ESG trends, policies and regulations. These topics were communicated with relevant sustainability team members that support Wynn's response to the relevant material ESG topics. The table below has been updated with the results from our 2023 Stakeholder Engagement and Materiality Assessments and summarizes the relevance of each of the 18 identified ESG topics, as well as how these ESG topics address the relevant stakeholder groups.

Material ESG Topics	Relevance	Reporting Location	Relevant Stakeholder Groups						
			Government	Guests	NGOs	Suppliers and Local SMEs	Employees	Investors	Local Communities
Environmental									
Climate change and emissions management	●●●	Our Planet	★	★			★	★	★
Waste and recycling	●●○	Our Planet	★	★			★	★	★
Water usage	●●○	Our Planet	★	★			★	★	★
Energy usage	●●○	Our Planet	★	★			★	★	★
Sustainable transportation	●○○	Our Planet	★	★		★	★	★	★
Social									
Employee well-being	●●●	Our People	★	★			★	★	
Quality guest service	●●●	Our People	★	★			★	★	
Community investment and engagement	●●●	Our Communities	★		★	★	★	★	★
Guest health and safety	●●●	Our People	★	★			★	★	
Training and career development	●●○	Our People					★	★	★
Diversity, equity and inclusion	●○○	Our People			★		★	★	★
Governance									
Corporate governance	●●●	Our Governance	★		★		★	★	
Compliance with regulation	●●●	Our Governance	★	★		★	★	★	
Ethics and integrity	●●●	Our Governance	★	★		★	★	★	
Responsible gaming	●●●	Our Governance	★	★	★		★	★	
Responsible procurement	●●○	Our Governance				★	★	★	★
Privacy and cyber security	●●○	Our Governance	★	★		★	★	★	
Risk and crisis management	●○○	Our Governance	★				★	★	

- Priority Material ESG Topics
- Material ESG Topics
- Relevant Material ESG Topics

Living Our Principles

Our dedication to service extends beyond our doors to the communities where we live and work. Our [WML Sustainability Principles](#) and the comprehensive suite of policies that support them guide all our decision-making and govern all aspects of our operations. The essence of these sustainability specific policies and our commitment to sustainable development 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, national origin, religion, gender, age, mental or physical disability, marital status, and sexual orientation.

Our Sustainability Principles and Commitments



Key Policies Supporting our Sustainability Principles include:



Our People



Workforce Message

Our team is the backbone of our success and we are immensely proud of all that our Wynn team members have achieved this year. Providing our award-winning service requires a high level of dedication, engagement and knowledge, all qualities that our employees have exemplified again throughout the course of 2023. Wynn remains dedicated to fostering diversity, respect, and a sense of community in the workplace, combining detailed and relevant training opportunities with competitive wages and benefits across all levels of employment. Underlying all our work at Wynn is our commitment to employee health, safety, well-being and happiness. We value every talent and consider our employees as the greatest attribute to ensure long-term success of our business.

Continuing our team member retainment success from last year, over 4,100 Wynn employees have now reached over the 10-year benchmark of continual service as part of our team. This year, an award ceremony was held to celebrate over 400 team members who reached their 10th anniversary milestone with Wynn, acknowledging their loyal contributions and commitment over the decade. This impressive achievement reflects Wynn's emphasis on community and dedication to retaining valued members of our workforce. We look forward to congratulating many more employees for their dedication in the years to come.

In addition to celebrating our long-term employees, this year at Wynn we have continued our commitment to attract local talent to join our business. We work to source locally through our Wynn Career Experience Program and local recruitment events, which are just some of the ways we endeavor to give back to our treasured community. To hone the talents and skills of our workforce, we have also worked alongside the Macao Youth Professional Development Programme to provide on-the-job training and other opportunities for our local employees to expand their skillsets further.

At Wynn, we strive to provide an engaging, diverse and inclusive workplace that offers meaningful work for our passionate and committed team members. We frequently show recognition and appreciation of our team members' impressive contributions to our operations, providing incentives for our team to continually give their best at work. This year we had 282 team members nominated as Star of the Month and 137 team members nominated as Diamond of the Quarter, to appreciate their tremendous efforts.

We continue to uphold the company-wide requirements and expectations from our Team Member Guidebook and various human resource policies, ensuring that all aspects of employment, including fair hiring practices, working hours, rest periods, compensation and dismissal, anti-discrimination and employee welfare meet or exceed local legal requirements.

This section highlights our achievements in 2023 as an employer of choice in Macau.

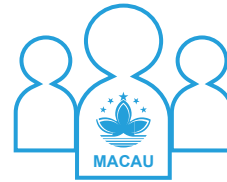


Workforce Highlights



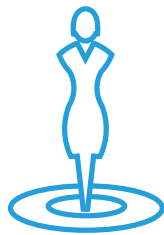
76.6%

INCREASE IN TOTAL
NEW HIRES



79.4%

OF TOTAL EMPLOYEES
ARE LOCAL



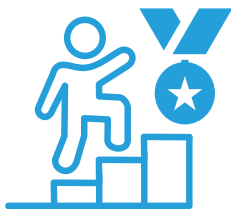
54.1%

OF OUR
LOCAL EMPLOYEES
ARE WOMEN



WON "2023 INTEGRATED
RESORT TALENT
DEVELOPMENT BEST
STANDARD AWARD"

IN THE THIRD NATIONAL HUMAN
RESOURCE INNOVATION
COMPETITION



WON "BEST AWARD 2023"

BY THE ATD



15.6%

INCREASE IN MANAGEMENT SKILLS
TRAINING HOURS FROM 2022

Education and Development



At Wynn, we are committed to providing our employees with targeted and diverse opportunities for training, helping to support their professional development and growth. Continuous learning and development are at the heart of our culture and team members are provided with regular training opportunities while employed at Wynn. Our team members are trained and reminded of the importance of anti-corruption, responsible gaming, management essentials, guest safety, discrimination awareness, anti-harassment and ethical business practices, all of which form Wynn's core values.

In 2023, Wynn team members completed more than 128,000 training hours, encompassing a total of 1,764 courses through both classroom and online training.

Advancing Wynn Professionals

As part of our commitment to our valued workforce, Wynn offers a range of employee training and development programs to maintain and advance our five-star service.

New Hire Training

At Wynn, we endeavor to hire the most talented and motivated professionals in the business, ensuring the best service experience for our customers. To support our new hires with an easy transition into the Wynn family, all employees at Wynn

attend orientation training upon joining. This rigorous program ensures our new team members comprehensively learn and understand the requirements and expectations assumed by all of our employees to provide the unique hospitality experience offered at Wynn.

In addition to general training received by all employees, specific departmental training is offered to the needs of each unique facet of Wynn's business, such as our in-house Hotel Operations Orientation Program, Food and Beverage (F&B) Academy

and Facilities and Engineering Academy. This specialized training involves a blend of physical and e-learning to ensure all new hires and team members develop fundamental knowledge in delivering a premium service to our customers.

Education and Development

Cross-Exposure Program

Wynn has set up platforms for team members to upskill and gain experience beyond their original department. For instance, the launch of our Wynn F&B Cross-Exposure Program empowered our Table Games employees, who also showed a passion to learn more about F&B and provided new skillsets to support alternative career paths in future.

Leadership Development

We place great value on providing our employees with diverse opportunities to develop their skills, cultivating an adaptable and experienced workforce capable of dealing with any challenge they come across.

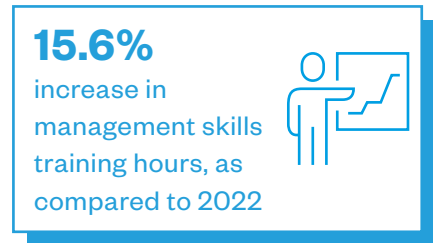
Following the tremendous success of our MDP, Wynn subsequently launched its 24-month Management Skills Program (MSP) in 2022, jointly organized by Wynn and the Macao Polytechnic University (MPU). The program aims to enhance the leadership skills of our middle management team members and nurture them as future leaders, supporting development of local talent in Macau. To support Macau's status as a world center of tourism and leisure, Wynn collaborated with MPU on a "Certificate in Integrated Resort Management" program for our 48 MSP participants this year. This holistic program provided a full range of resort management training topics covering cybersecurity, big data, metaverse topics related to the gaming and tourism industries, the

internationalization of RMB and e-CNY, as well as development opportunities for the GBA and hospitality industries in Macau, fostering their abilities and talent regarding strategic thinking and global vision.

To continue our efforts in fostering the growth of local talent, Wynn has partnered with the EHL Hospitality Business School (EHL) to provide world-class training for our team members and local Macau youth. For example, our senior executives attended an online program hosted by EHL, honing their skills and knowledge of business cycles, maximizing performance, industry trends and revenue management. Additionally, they participated in a five-day local workshop in collaboration with EHL focused on trends and technology in the hospitality industry, as well as methods to achieve and maintain success as a leader. Founded in Switzerland and possessing over 125 years of history, the institution provides training for students aiming to obtain managerial careers in the hotel and hospitality

industries. For the fifth year in a row, EHL was ranked the world's best hospitality management school by QS World University Rankings for Hospitality and Leisure Management in 2023.

We look forward to continuing to offer learning experiences to our valued Wynn team members, aiding us in continuously delivering Wynn's premium service to our customers and supporting our position as a leader in hospitality industry standards.



Education and Development



Wynn Garner's ATD BEST Award 2023

Wynn was honored with the "BEST Award" by the ATD, the only enterprise in Hong Kong and Macau to receive this distinction in 2023. The award highlights international recognition of Wynn's remarkable achievements in talent-driven initiatives, corporate culture and performance management. These include our prioritization of local talent growth and development, as well as the diverse learning opportunities and training courses on offer for our team members.

ATD is the world's largest international talent development association, with the "BEST Award" representing its most prestigious international honor in talent development.

HKMA Award

This year, Wynn was the only company in Macau to receive the highly coveted HKMA "Award for Excellence in Training and Development – Bronze Award" and a "Certificate of Excellence in Career Development". Recognizing the successful efforts of our MDP, Wynn now ranks among the Top

10 HKMA companies, surpassing some of the world's biggest global companies to garner this accolade. These awards, which are highly recognized by the industry on a global level, are a testament to Wynn's commitment toward talent development.



Education and Development

Wynn Recognized as one of the "Top 10 Happy Companies to Work For"

This November, Wynn received the esteemed honor of being recognized as one of the "Top 10 Happy Companies to Work For" by the Chief Happiness Officer Association (Hong Kong), recognizing our efforts to create a happy and healthy environment and promote employee happiness. This recognition supports Wynn's strong belief in spreading positivity in the workplace to strengthen and advance our corporate culture.



Employee Achievements

2023 has once again been a year of outstanding achievement for Wynn's team members. One of our F&B management trainees won first place at the Macau Young Chefs Cooking Competition, hosted by the Macau Culinary Association. A management trainee from our F&B Academy also had the honor of representing Macau at the International Bartender Association World Cocktail Championship in Rome this year, competing against 67

industry professionals from around the globe. The management trainee achieved the distinction of placing Macau in the semi-finals and secured a spot in the top ten globally for the first time, and were also honored with the Eager Award Prize.

This year, five local Wynn team members were also nominated to participate in the first "Macau Outstanding Employee Award Presentation - Integrated Resorts Category", organized

by the Macao Federation of Trade Unions. Among the nominees, one of our In-Room Dining Kitchen employees was awarded "Excellent Employee" in the competition. In addition to recognizing our team members' noteworthy effort, this success also epitomizes Wynn's spirit of perseverance and dedication to enhancing the skillset of our employees and the development of hospitality services in Macau.

Education and Development

Wynn Excels at the Annual Vocational Skills Competition

The fifth annual Macao Integrated Tourism and Leisure Enterprises Vocational Skills Competition took place in June this year. Our 29 team members competed in all three categories – Gaming and Entertainment, Hotel Services, and Gastronomy and secured eight awards:

GAMING AND ENTERTAINMENT	HOTEL SERVICES AND FACILITIES MANAGEMENT	GASTRONOMY
2 nd Runner-up (Group) in Calculation		
1 st Runner-up (Individual) in Chip Handling	Gold Award in Housekeeping and Design	Gold Award in F&B Service
1 st Runner-up in Game Rules	Special Gold Award in Facilities Maintenance	Gold Award in Chinese Culinary
Special Gold Award in Customer Service		

Through competition, cooperation and innovation, our team members' professional capabilities were strengthened throughout the competition.

Promoting Chinese Tea Culture

At Wynn, we strive to promote the country's unique culture and history throughout our hotels and within the local community. One aspect of this cultural promotion is our team's annual involvement in the Ming Xing Tea Specialists National Competition, the most prominent competition for tea sommeliers in the GBA. This year the competition celebrated its 10th anniversary with the theme of "Innovation and Legacy". Wynn's team was awarded the "Best Theme Award" for their outstanding performance under "Innovate and Develop", reflecting the immense knowledge our

in-house Chinese tea culture experts possess and practice every day.

To further promote the Chinese tea industry and traditional tea culture in the GBA, Wynn also encourages our F&B team members to participate in the annual "Shen He Cup" Chinese Tea Sommelier Vocational Skills Competition. The competition aims to enhance their skills and confidence, elevating the level of Wynn's professional Chinese tea services. Our team showed great prowess in tea preparation, pouring and culture, being awarded the "Award of Excellence" for their outstanding performance.



Education and Development

Supporting Local Employment

Our local workers are the backbone of our business here in Macau. Giving back to the local community is of paramount importance to Wynn, and we run a number of local recruitment campaigns and experience programs annually to bolster our locally sourced talent.



"Wynn Career Experience Program" Graduates

In collaboration with the Labour Affairs Bureau of Macau (DSAL), Wynn once again successfully held our annual "Wynn Career Experience Program" in 2023. The program is a three-month internship program for local graduates, for the purpose of nurturing young local talent to develop their career ambitions in the hospitality industry. During the course of the program this year, the interns completed professional training in various departments including Hotel Operations,

F&B, Facilities and Information Technology.

Over the past four years, more than 110 local graduates have participated in the program, with more than 90 of them continuing their careers at Wynn as full-time team members. Following this year's program, we have maintained an 81.4% retention rate for hires from the program. During a celebration for the graduates of this year's program, Wynn received recognition from the DSAL for its commitment to fostering young local talent,

reflecting our dedication to this important cause.

Local Recruitment Events

Wynn is committed to supporting local employment and throughout 2023 has actively participated in job-matching events to attract skilled local talent to join our team. This year, Wynn participated in nearly 50 local recruitment events resulting in 542 new hires from the Macau community.

Education and Development

Nurturing Young Talent

Wynn has held tours and programs for 521 students in Macau this year, showcasing our commitment to building up youth talents in our local community. Wynn arranged excursions for university students from the Nanjing University in mainland China and the Dong-Eui University in Korea to visit Wynn's operations in Macau. This arrangement reflects Wynn's commitment in supporting Macau's journey to becoming a World Centre of Tourism and Leisure. The students were given a tour of the Wynn Palace property, gaining insight into the culture and achievements of Wynn, as well as practical knowledge of hotel operations and current industry trends.

Wynn has also partnered with a number of universities in Macau and Hong Kong to encourage holistic, hands-on learning in the hospitality industry, further fostering the talents and education of our local youth.

Through our university student tour programs, we work towards giving the future generation of hospitality workers real-life, exciting experiences of the day-to-day activities of Wynn here in Macau. We hope that in the future these young graduates will return to join the Wynn team, helping us continue to play a vital role in Macau's journey to becoming a world center for tourism and leisure. We look forward to continuing organizing our exchange platforms and talent development

opportunities to cultivate high-quality professional talent in the Asian hospitality sector.

Wynn also partnered closely with the Macau University of Science and Technology (MUST) to organize a Wynn Experience Program for local Executive Master of Business Administration (EMBA) students. The program allowed these students to gain a deeper understanding of Wynn's service management, encouraging discussion around the diverse areas of Wynn's activities and our close partnerships with the Macau government. The program concluded with a series of lectures focusing on Wynn's role in leading Macau to transform from a tourist city to a more diversified economy.



Macao Youth Professional Development Programme

Wynn endeavors to build closer ties with the Chinese mainland to support the career development and talent of young people across the country. As part of this commitment, Wynn has recommended three youth team members to participate in the Macao Youth Professional Development Programme organized by the Education and Youth Development Bureau of Macau (DSEDJ), the Centre for Continuing Education and the Business Research and Training Center of the Faculty of Business Administration, University of Macau. This program provides national and regional training, on-the-job learning, advanced training and field trips in the mainland China to youth in Macau, which helps our country's youth enhance their personal competitiveness and facilitates greater interconnectivity between Macau and the mainland.

Cherishing Employee Health, Well-being and Benefits

Employee Healthcare and Benefits

The health, well-being and safety of our employees is of the utmost importance for Wynn. All of our valued employees are offered a corporate benefits plan, with comprehensive medical and dental programs in addition to:

- Discretionary performance bonuses;
- Eligibility for share awards under our employee ownership scheme;
- Access to an in-house medical center;
- Top-up insurance coverage for the employee or their family available at a competitive rate;
- Work-shift meals provided in our celebrated employee dining room; and
- Discounts and special offers through our Employee Privilege Program for use at participating vendors in Macau.

It is of great importance to us that our employees are able to continue a healthy and happy life following their time at Wynn. Wynn contributes an additional 5% of each team member's salary to their employee provident fund, assisting them in achieving their retirement goals. By the end of 2023, 90% of our employees participated in our provident fund plans.

Employee Well-being

Metabolic Syndrome Screening and Nutritional Counseling

To aid our employees in leading healthy, happy lives, this year Wynn set up multiple wellness programs at our in-house medical center. One of the most popular was our metabolic syndrome screening assessment, which offered our employees the chance to investigate their Body Mass Index (BMI), blood pressure, heart

rate, body fat and fasting blood glucose, all free of cost.

To reduce the potential impact of diet-related chronic disease for our employees, our in-house medical center also offers a professional nutrition counselling service to support them on their health journey.

Summer Family Activities

This summer, Wynn successfully organized a series of exciting summer activities for our

employees and their families. These included various parent-child workshops, field visits and home and baby product sales. These activities allowed team members and their children to enjoy the summer, deepen parent-child relationships, and create unforgettable summer memories together.

Cherishing Employee Health, Well-being and Benefits

Supporting Working Parents

Parental and Maternity Benefits

For employees with growing families, Wynn provides programs and policies to support their work-life balance. We pay attention to the needs of new parents by providing fully equipped 24-hour lactation rooms at our properties. Our family-friendly policies entitle eligible team members to ten-week maternity and one-week paternity paid leave. Reflecting our dedication to supporting working families, this year Wynn was honored to have received the "Outstanding Family-friendly Employer Award" of the fourth Family-friendly Employers Award Scheme organized by the Women's General Association of Macau (WGAM). In addition, Wynn also received three more awards, the "Family-friendly Employer Award", "Breastfeeding-friendly Workplace Award" and "The Best Employer during the Pandemic Award". As a family-friendly employer, we will continue to cultivate a family-friendly working environment, strive to assist team members to maintain a good balance of work and family obligation and promote a family-friendly culture.

Embracing Diversity and Inclusion

Wynn fosters a culture of inclusion in all aspects of our business so that when people from diverse backgrounds join our team, they feel welcome, accepted and empowered to reach their full potential. By embracing these elements, we benefit from diverse perspectives that make us better equipped to solve any challenge. Our respect for diversity is evident in our workforce, which boasts strong local representation as well as international diversity, with team members from 27 nationalities.

The tourism and leisure industry in Macau has a limited, highly competitive talent pool and Wynn works continuously to attract and retain the best of Macau's local talent. Our preference is to promote from within Wynn before expanding our search beyond. This commitment helps strengthen the bonds formed between individual team members, while also ensuring our seasoned employees cultivate a keen awareness of our business and customer needs. We have fair employment policies and practices in place and offer a highly competitive compensation package for our employees.

To accommodate students, caregivers and other groups unable to commit to a full-time work schedule, we also offer part- and flexi-time opportunities to join the Wynn team.

The 9th Her Village International Forum

As part of our commitment to promoting and improving the lives of women, Wynn Palace hosted the 9th "Her Village" international forum in September this year. This annual event aims to promote gender equality and social progress by empowering women, in particular through enhancing the role of women in leadership and through encouraging more conversations around the well-being of women in China and around the globe. Wynn is dedicated to promoting cultural exchange and enhanced conversation surrounding women empowerment, spirit, strength and sustainability values.

Our team members
come from **27**
nationalities



Keeping Our Team and Guests Safe

Employee Health and Safety

Maintaining a safe and healthy work environment for our employees is of paramount importance to Wynn. Our occupational health and safety policy outlines Wynn's focus on establishing a culture of safety, including:

- Ensuring the working environment adheres to the highest safety standards by fully complying with the local regulatory labor requirements in Macau;
- Providing training to enhance team members' and contractors' ability to meet safety standards and work safely;
- Providing relevant health and safety information and policy to our team members and contractors, ensuring proper communication and effective implementation of the policy under correct guidance and supervision through quarterly Fire and Occupational Health and Safety Committee meetings;
- Allocating appropriate resources to reduce risks;
- Providing appropriate personal protection equipment to team members; and
- Regularly inspecting work facilities and tools to ensure safety.

We regularly review our policy's effectiveness and have developed indicators to continuously optimize the health and safety of Wynn's

work environment. Our health and safety committee and executive team review the policy at least every two years to ensure that it is up to date.

Wynn expects proactive participation and enthusiasm from all departments in implementing our health and safety policy. All team members and contractors are required to incorporate the policy commitments into their day-to-day work activities, thereby promoting a culture of safety. We regularly arrange professional health and safety training and awareness programs, covering a host of issues including electrical safety, dealing with blood-borne pathogens, injury prevention, hearing conservation, first aid and emergency evacuation plans and much more. Behind the scenes, our health and safety team are always in place to review accidents and advise on improving procedures, including:

- The proper use of machinery;
- The proper way of lifting goods; and
- Reminding team members to wear protective gear when using chemical products.

To enhance the overall occupational health and safety in our workplace, Wynn also provides team members with warehouse equipment training covering practical skills and theory tests. During the training sessions, technical guidance on operating power equipment such as forklifts is introduced to team members. On the practical side of the training, team members are given knowledge on equipment operations and maintenance, safety practices and best practices, regulatory requirements, incident reviews and case study analysis so as to minimize the potential for accidents.

To promote women's health, this year Wynn partnered with the WGAM to offer a complimentary cervical screening test to our team members, as well as their relatives and friends. The test provides information on the risk of human papillomavirus (HPV) infection, as well as the presence of cervical cancer, empowering our female team members to take charge of their well-being while working at Wynn.



Keeping Our Team and Guests Safe



Occupational Safety and Health Month

Wynn cares about the physical and mental health of our team members. In October, we hosted our annual Occupational Safety and Health Benefits month. The comprehensive campaign was supported by the DSAL, Kiang Wu Hospital, Medicare and various insurance companies and was designed to cover workplace safety, well-being awareness, medical benefits and the benefits of sports. A series of quizzes, seminars, games and roadshows were arranged at the back-of-house areas to provide our team members with information and tips on wellness and work safety.

Occupational Safety Week focused on how our team members can stay safe at work, and also focused on personal health, aiding our team members in gaining greater insights into their state of well-being. During the Health and Sport Week, Wynn partnered with Kiang Wu Hospital and Medicare, inviting professionals in Chinese medicine, nutrition and physiotherapy to present a series of roadshows and health talks. Health and Benefits Week served to help our team members discover more about Wynn's dental, medical and retirement schemes, aiding them in getting the most out of these programs.

Additionally, employees were encouraged to suggest ways to prevent workplace accidents and other methods of improving Wynn's general safety. These innovative ideas were evaluated by each department, providing a direct platform for our team members to help us remain at the forefront of occupational health and safety. This year's campaign attracted more than 15,000 participants to come together to create a safer working environment at Wynn.

Keeping Our Team and Guests Safe

Caring for Our Guests

Wynn's operations in Macau welcome a huge range of domestic and international customers every single day, providing them with the luxury, care and value that has come to be expected of our five-star service. Guest relations are at the core of what we do, and our team places the utmost importance on security, food quality and safety, quality service and guest privacy.

Crime Prevention Workshop

In July, Wynn held a crime prevention workshop in conjunction with the Judiciary Police of Macau. The training included practical insights regarding on-site investigation and crisis management skills, as well as the ability to protect crime scenes and respond to emergencies.

First Aid Training

For the safety of every Wynn guest and team member, we organized a first aid course to our team members, covering knowledge and skills in reacting to medical and injury emergencies, environmental emergencies, preventing illness and injuries, as well as adult and infant cardiopulmonary resuscitation and automated external defibrillator use. Participation rate for this year increased by almost 60% compared to last year.

Food Quality and Safety

Wynn employs a broad range of targeted processes to ensure the quality and safety of every

single meal served to our guests and employees. Our food safety management system is audited annually by a third-party certification company to ensure compliance with Hazard Analysis and Critical Control Point (HACCP) standards. HACCP is an internationally recognized systematic approach to food safety, allowing our team members to quickly and easily identify and control food safety hazards, as well as managing and alleviating food-related health and safety risks. The HACCP implementation process at Wynn Palace started in 2019 with the establishment of the HACCP committee, which consists of representatives from over ten different departments. Wynn has held its HACCP certification since 2020.

Quality Service

Wynn's core values and principles form the foundation for our internal service standards and are also closely aligned with those of the FTG, the world's most recognized five-star rating system. Wynn also commits to the health security of our guests and venues across:

- Health and hygiene protocols;
- Health and safety communication with guests and employees;
- Management accountability;
- Cleaning products and procedures;
- Ventilation; and
- Masks and personal protective equipment.

We verify our health protocols on a continuous basis to ensure compliance with the most up-to-date global health standards.

Guest Privacy

Beyond health and safety measures, our guests deserve the utmost privacy and security during their stay at Wynn. We have extensive policies, procedures and practices in place to ensure the privacy and confidentiality of our guests is always protected. We are committed to preserving the confidentiality, integrity and availability of all forms of information used by the Company and maintained on behalf of employees, investors, business partners, customers and government agencies.

Our security program follows a robust set of controls and safeguards to offset possible threats that could result in data privacy compromise, reputational damage, or financial loss. We established this program to protect any and all information related to our operations, employees, guests, and business partners.

Our Communities



Community Message

Wynn has always regarded community care as one of our core priorities in promoting prosperity and harmony in Macau. "To care about everyone and everything" is one of our Company's guiding principles, a promise we are proud to fulfill every day at our properties and beyond.

As a leader in the locations where we operate and serve, Wynn is committed to improving the quality of life in local communities through various types of community investments. These transformative investments leverage our core expertise in hospitality and development to foster community engagement and positive social impacts that deliver tourism revenue, jobs and opportunities for local businesses while also looking after the underprivileged in the community. Our mission is twofold: to build stronger and more resilient communities that our employees can proudly call home, and to foster Macau's reputation as a World Centre of Tourism and Leisure for our guests to experience.

With a commitment to enhancing the quality of life for our local communities and driving long-term inclusive growth, we partner with a wide range of local civic leaders, enabling us to identify the financial, supply chain and operational gaps to which Wynn can contribute. We continue to rely on these important relationships with community leaders to help guide our broad nonprofit work to reach the underprivileged and mobilize immediate relief efforts in the case of crises or natural disasters.

We believe that our Company's legacy as an agent of change is only made possible with the collective spirit of service in the hearts of our dedicated employees at Wynn. Our employees inspire our corporate culture of giving, improving our local communities for generations to come and supporting those in need of a helping hand.

Wynn's success in Macau is dependent on our local community and we are committed to supporting our community in Macau and mainland China.

This section shares our stories of how we supported our community throughout 2023.

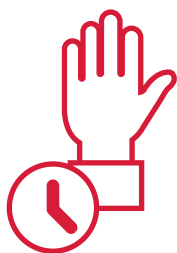


Community Highlights



HK\$74.3M

DONATED AND SPONSORED
TO COMMUNITY GROUPS
AND NON-PROFIT ORGANIZATIONS



12,629

HOURS OF
VOLUNTEERING



3,796

VOLUNTEERS PARTICIPATED
IN COMMUNITY ACTIVITIES



80.6%

OF TOTAL PROCUREMENT SPEND
FROM LOCAL MACAU SUPPLIERS



MOP 3M

DONATED TO MUST'S PROGRAM IN
2023/2024 ACADEMIC YEAR

Investing in Youth and Education

Nurturing local talent has always been of great importance to Wynn. Every year, we organize various programs and activities to provide development opportunities for Macau's youth, aiding them in cultivating their skills and talents as well as coaching them how to succeed in our modern, ever-changing society. Wynn is also keenly aware of our social responsibilities and has been a firm supporter of national education for young people in Macau, with an ongoing commitment to improving and developing the talents and skills of the country's youth.

One way Wynn is helping to meet the need for developing a quality workforce in Macau and greater China is through our support for local higher education institutions. Wynn has donated MOP 3 million to the MUST in the 2023/2024 academic year to aid its program in attracting high-level research talent. Wynn will continue to support higher education institutions, aiding them in performing innovative academic research, nurturing leading research talent and promoting academic collaborations, with the ultimate goal of supporting economic diversification in the region through education.

Enhancing Vocational and Technical Skills of our Youth

Throughout the year in 2023, Wynn's F&B Academy has held 38 masterclasses for over 1,300 participants for Wynn team members, local university



students and the general public. Our program featured chefs from mainland China, Taiwan and Thailand, with each two-hour class involving a cooking demonstration and food tasting session. The Guest Chef Masterclasses support the personal development and culinary knowledge of our community, promoting food culture from around the world and allowing participants to gain greater exposure and a fruitful experience in the F&B industry. Some of our 2023 highlights are as follows:

- Students from the Wine Tasting Society of the Student Union of the Macao University of Tourism, formerly known as the Macao Institute for Tourism Studies, were invited to participate in the "Wine Master Class" held at Wynn Palace with wine masters sharing knowledge on domestic wine. Students tasted over 50 premium wines from renowned wineries in Ningxia, China to better understand China's extensive winemaking history and culture.
- Co-organized by the DSEDJ, the Macao Government Tourism Office (MGTO), the Macao University of Tourism and Wynn, the "Macanese Cuisine Culinary Heritage

Masterclasses" series featuring celebrity chefs was held every month from September 2022 to May this year, providing a forum for Macau's F&B professionals to pass their skills and the unique cultural heritage of Macanese cuisine on to the next generation.

- Experienced chefs from the Wynn butcher team and trainers from Wynn's F&B Academy provided an introductory course to the Macao University of Tourism students on Chinese and Western butchery techniques, sharing basic technical knowledge on preparing meat to professional hospitality industry standards.
- Wynn collaborated with the Escola Luso-Chinesa Técnico-Profissional to offer a one-year Wynn Culinary Internship Program to school students. Some of the students were subsequently recruited to join Wynn and our culinary apprentice program after the program graduation. Other students have entered further studies in cooking-related majors, contributing to the talent development of Macau as a Creative City of Gastronomy.

Investing in Youth and Education




Empowering Students to Explore their Futures

In 2023, Wynn successfully ran our annual internship program, with a total of 158 students from various local universities participating in the program. Designed to provide real work experience for local students, this program allowed them to explore Wynn's prestigious corporate culture while honing their hard and soft work skills. Workshops were also arranged to support students in developing other professional skills and a clear vision and plan for their future.

Additionally, Wynn continued in its efforts to prepare children and teenagers to develop their careers, helping to build Macau into a child-friendly city.

To this end, we held the "U18 Youth Career and Leadership Development Program" for the second consecutive year, in conjunction with the WGAM and other associations. The half-year program guided 45 local students in career planning by providing a comprehensive understanding of the Macau hospitality industry and guiding them to explore their ideal development path. The program also helped foster the students' patriotic spirit, and raised public awareness of youth issues. Experienced tutors held various training sessions, such as a round table session with the theme of "Developing Macau into a Child-friendly City", a workshop on the United Nations Sustainable Development Goals (UNSDGs) and public speaking classes. Wynn's management

representatives from the cultural and exhibition departments were invited to share industry insights and prospects with students during the project's "Wynn Experience Days", inspiring them to explore future career paths. Visits to cultural organizations and SMEs were also arranged to give students the opportunity to explore the latest trends in "Tourism+" related industries.



Over 1,300 participants attended 38 masterclasses in 2023

Supporting Entrepreneurship and Innovation

At Wynn, we do our best to support local talent and SMEs. To facilitate their growth, we have a policy prioritizing local suppliers. We actively seek out qualified local companies that can provide competitive, high-quality products and services to establish mutually beneficial partnerships. We do our best to select suppliers who demonstrate good sustainability practices and are in line with our sustainability vision. Our supplier bidding process requires input from at least three bidders and, wherever possible, at least one of them must be a local SME based in Macau.

Local SMEs Procurement Partnerships

Wynn has continued to arrange seminars with SMEs aiming to enhance their overall competitiveness and capture new opportunities from Macau's diverse development activities. Various professional training courses were also provided, covering related topics such as business etiquette, SMEs and sustainable development, business innovation strategies and success practices, and the internationalization of RMB and e-CNY. Through these all-rounded training courses, Wynn assists local SMEs in enhancing their competitiveness, better adapting to the needs of Macau's future economic development and market changes, and capturing new opportunities through Macau's diversifying development.



Though Wynn is a global integrated leisure and entertainment resort, we are fully committed to seeking further collaboration opportunities and creating synergies with local partners in supporting local entrepreneurship and innovation. Given our good relationship with local SMEs, Wynn is committed to raising awareness of local brand names and has been actively communicating with the Macau Product Quality Certification Committee to encourage continuous improvements in quality control technology and service standards. With our strong belief that "Made in Macau" creates win-win partnerships with SMEs, this year Wynn continued to work closely and support the "M-Mark" certification program through encouraging sales of products via roadshows and live-streaming sales events. These included the regular "Buy Local!" product sales and offering team member discounts on products sourced from SMEs from our internal Privilege Program. In 2023, Wynn featured eight back-of-house product sale roadshows to introduce our team members to quality products from a number of local brands, encouraging them to show

support to the Macau community. Sales from the roadshows totaled over MOP 2.7 million.

Jointly organized by The Industry and Commerce Association of Macau and Wynn, our "Community Market" series has now been hosted for seven consecutive years. The project includes the set-up and running of the Coloane Marques Market, the Taipa Market, which features Chinese Culture and an International Summer Party, and the Rua da Felicidade SME Market. This year, 56 local SMEs and brands were invited to join the outdoor markets at Rua da Felicidade from September to December. Additionally, around 300 SMEs in the community of Rua da Felicidade have also been invited to join our WeChat and MPay consumption campaigns.

Wynn also launched the "Local Privilege" program on the WeChat of Wynn Care and "WeCare Happy Jobs" platform to promote local premium SMEs, entrepreneurs and freelancers to the public through online and offline channels, striving to promote local economic development.

Supporting Entrepreneurship and Innovation

Macao International Trade and Investment Fair

As a steadfast supporter of the Macau government's policy to prioritize local suppliers and promote the development of SMEs, Wynn was honored to participate as a business partner at the 28th Macao International Trade and Investment Fair (MIF). The four-day event aimed to explore new market opportunities, including the e-commerce market, and drive innovation for increased exposure and business prospects for SMEs, Macau brands, local designers and entrepreneurs.

Wynn set up a dedicated business networking and purchasing counter at the event. Additionally, we invited the online platform

"Aomi" to co-organize a live streaming session at our booth. This enabled us to exchange live streaming experiences with local SMEs, Macau manufacturing companies and entrepreneurs, helping businesses seamlessly integrate into the digital era and expand their market presence.

Furthermore, Wynn partnered with the Macau Productivity and Technology Transfer Center to invite local designers to showcase their design pieces and brands in the hopes of promoting Macau's cultural and creative development through both online and offline resources. As part of the live streaming event, we hosted two online sharing sessions featuring Wynn's procurement standards

and our catering transformation strategy. These sessions and interactions served as a platform to share experiences and facilitate collaboration with SMEs and the general public.



Affirming Dynamic Tourism

Taking the lead in introducing top-tier events and festivals to Macau, Wynn is committed to broadening Macau's international appeal and further bolstering Macau's offerings as an international tourist destination. By providing local residents and visitors from around the world with an opportunity to experience the vibrancy of our city, we help to advance the collaborative development of Macau. This in turn strengthens Macau's role as a World Centre of Tourism and Leisure, boosting its international image.

Diverse Roadshows to Promote Tourism and Gastronomy

Wynn continues to promote Macau in mainland China and overseas destinations together with the Macau government to attract visitors from around the world. This year, we held a number of roadshows globally, including in the GBA, as well as further afield in China, Thailand, Malaysia, and Portugal.

In November 2023, Wynn hosted the festive "Wynn Gastronomy Extravaganza – A World Tour of



Chili" event on the Wynn Palace South Lawn. During the five-day "East meets West" event, we brought together food and wine, culinary competitions, and exciting entertainment. For the first time, Wynn also hosted a "Chili Cook-Off", where contestants competed against one another with creative dishes that highlight the versatile flavors of chili. Our aim is to present an international "culinary carnival" to further build on Macau's role as a United Nations Educational, Scientific and Cultural Organization (UNESCO) designated "Creative City of Gastronomy", strengthen the cross-border integration of "tourism + gastronomy", and advance the diversified and sustainable development of Macau's tourism industry.

Wynn also hosted the "Prestige Sake Feast", which welcomed the International Wine Challenge to Macau. This event included walkaround tasting, an award-winning masterclass and a series of gala dinners. Wynn successfully welcomed almost 700 attendees from around the world to this global event, further promoting Macau's tourism industry.

Wynn presented an exciting lineup of world-class experiences and live entertainment for local residents and visitors to enjoy, contributing to the ongoing development of Macau's tourism industry. These events included the "Legend DJ Poolside Dance Party" and "Wynn Signature – 2023 Hypercar Exhibition" which created unforgettable experience to our guests.



Affirming Dynamic Tourism

Momentum in Sports Tourism

Wynn has always been a strong supporter of sports development. We actively promote diverse sports activities to the public to foster healthy lifestyles, providing a wide variety of sports offerings and events to the public. We maintain close cooperation with the local sports industry to nurture local sporting talent and introduce international brands and original sports projects to Macau regularly. We also offer the local community exposure to various sports, including experience days such as in rugby, badminton, fencing, tai chi and many more.

2023 Macau Snooker Masters

Wynn is proud to have hosted the prestigious "Wynn Presents – 2023 Macau Snooker Masters" in December with the support of the Sports Bureau of Macau. The event welcomed eight of the world's top snooker players to Wynn for a series of exciting tournaments. Through hosting high-quality events, Wynn believes it helps boost Macau's image as a leading sports destination while acting as a platform for greater exchanges in sportsmanship at a global level.

FIBA 3X3 Basketball Event

Following our success in sponsoring the "Wynn Cup – 3X3 Greater Bay Area Tour" over the past two years, in which we become an ambassador to facilitate sports exchanges between various GBA cities and Macau, we extended our



support through hosting the "FIBA 3X3 World Tour Macau Masters" this year. The tournament hosted 14 teams from around the world to compete. Wynn also initiated a series of school and community outreach activities to encourage participation in the event, helping to further cultivate local sporting culture.

Wynn Signature

In an effort to further support the Macau government's "1+4" moderate diversified development strategy and the long-term development of the non-gaming tourism industry, Wynn was pleased to announce the official launch of "Wynn Signature". Designed to create the ultimate resort experience full of exciting new discoveries for guests from around the world, the "Wynn Signature" team works to bring exceptional, world-class events to Macau. In 2023, Wynn introduced the "Wynn Signature – Chinese

Wine Competition" and presented the "Wynn Signature – 2023 Hypercar Exhibition" and "Wynn Signature – High Jewelry Week". These new signature events and experiences offer visitors the opportunity to immerse themselves in the highly sought-after experiences, while also actively promoting the sustainable development and diversification of Macau's tourism industry.

Affirming Dynamic Tourism

The Contour of Light: A Re-encounter with Leonardo da Vinci

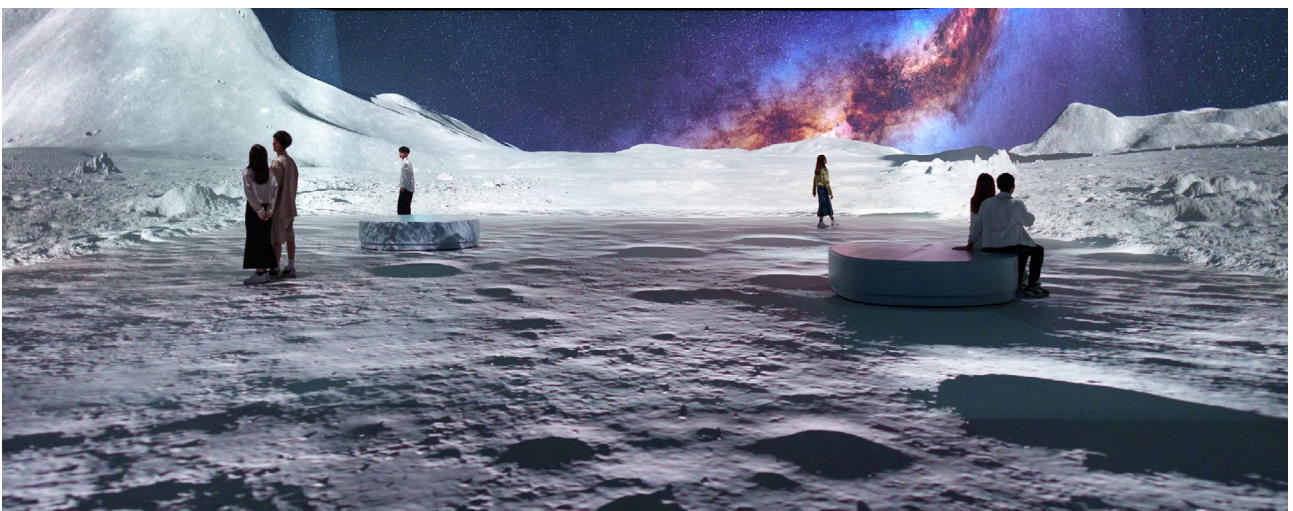
As an active participant in the world-class cultural and artistic event "Art Macao: Macao International Art Biennale 2023", Wynn curated a special exhibition named "The Contour of Light: A Re-encounter with Leonardo da Vinci" to help further promote the appreciation and development of art and culture in Macau. As the first Leonardo da Vinci-themed art exhibition in Macau, it offered audiences a multi-sensory immersive experience combining art and technology, incorporating interactive light installations, cutting-edge light projection technologies and digital art. Community outreach activities and parent-child workshops featuring augmented reality (AR), science, technology, engineering and mathematics (STEM) and other elements were also arranged for the public to immerse themselves in the charm of "The Contour of Light: A Re-encounter with Leonardo da Vinci".



Immerse in the World of the Cosmos with "Illuminarium"

In support of the Macau government's strategy for adequate economic diversification and to promote the integration of culture, art and tourism, Wynn launched "Illuminarium", a brand-new immersive exhibition space at Wynn Palace. The initial exhibition "Space", offers a cosmic feast for the senses to provide visitors with an awe-inspiring journey through the accolades of the China space program. The "Illuminarium" is divided into two sections that bring visitors on a thrilling adventure through our galaxy. The first

section brings visitors back in time to the imagination and spirit of exploration of our ancestors a thousand years ago, following the milestones of China's aerospace industry while learning about the stars. The second section brings visitors back to present times with a window into the future, where visitors can take a glimpse of the perfect blend of science and technology through immersive and interactive experiences.





Community Revitalization Project: Rua da Felicidade

Wynn is committed to working with different stakeholders in our community to leverage the interconnection of "Tourism+" and to promote the development of Macau's economy and tourism. As part of this commitment, we are honored to have been selected by the Macau government to support the pedestrianization of the Rua da Felicidade this year, one of the most famous streets in Macau's World Heritage-designated zone of the city's old town area.

The project is the first community revitalization project jointly promoted by the government's cross-departmental teams and an integrated tourism and leisure enterprise in Macau. The Rua da Felicidade thoroughfare, along with some surrounding small streets, with Wynn's business expertise leveraged to enrich the cultural and tourism elements of the area.

With the Mid-Autumn festival and the following holidays of China's National Day coinciding with the opening ceremony of the pilot period, Wynn actively initiated the transformation of the Rua da Felicidade into a cultural tourism hub by introducing different elements and, aiming to enrich the experience of visiting the pedestrian zone. These included delicious delicacies and cocktails arranged by the Wynn Bar, the staging of shows and other artistic-cultural activities, and putting up festive decorations and installations. Additionally, Wynn collaborated with the Industry and Commerce Association of Macau to organize a cultural market during the day, inviting many local cultural and creative brands to sell and display local cultural and creative products to increase business opportunities for local SMEs.

Wynn delivered exceptional experience by inviting international sports stars including Chinese Formula 1 driver Ma Qinghua, seven-time snooker world champion Ronnie O'Sullivan and golf prodigy Rose Zhang gathered to celebrate festivities with local residents and visitors with the nostalgic and vibrant atmosphere at Rua da Felicidade. On top of this, Wynn also brought interactive activities in celebration of other important dates, such as for the 70th Macau Grand Prix, Halloween and Christmas, including a cultural market, art installation display, captivating artist performances and spending offers.



Philanthropy and Volunteering

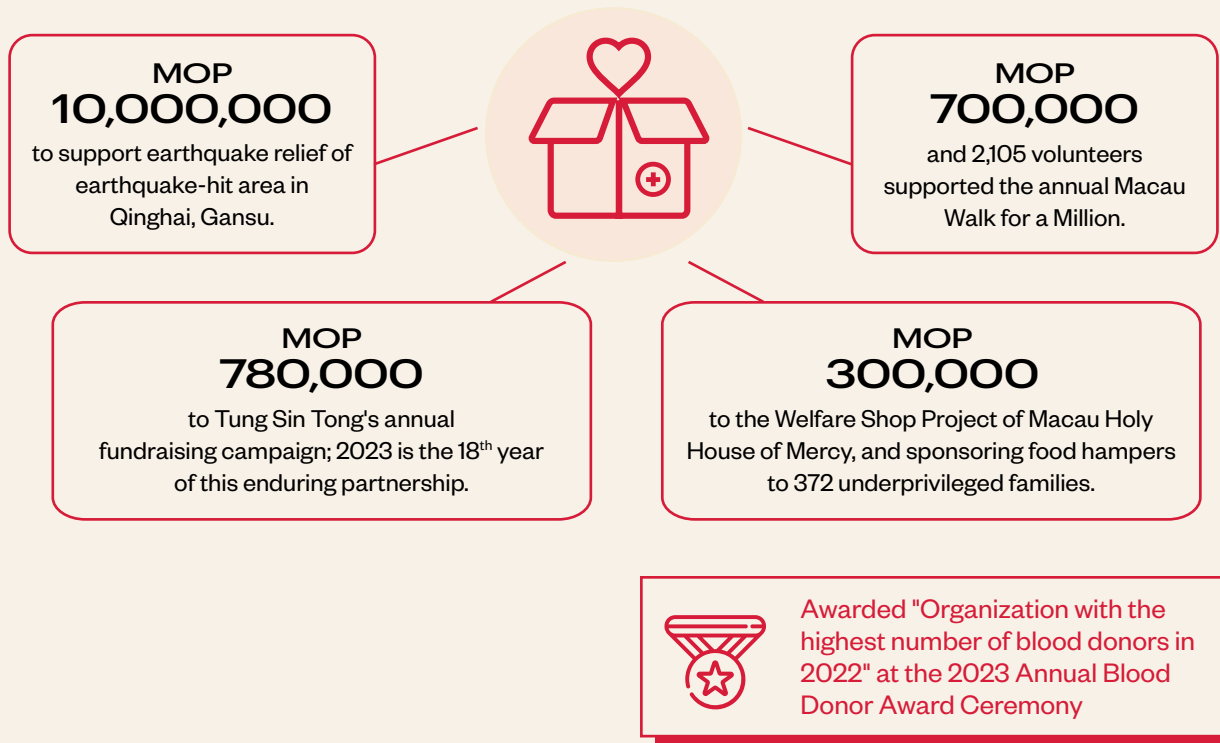
Community Investment and Engagement

At Wynn, we have always lived up to our aspiration of giving back to society through spreading love and care in the community. As a corporate entity operating in Macau, our dedication to fulfilling social responsibility and volunteering commitments has long been honored through the Wynn Care and Wynn Employee (WE) Volunteers.



Striving to offer a helping hand to disadvantaged groups, our service targets include a wide range of people in need, such as the elderly, people with disabilities and those who are seeking assistance in the community. This year, Wynn is pleased to have brought together 3,796 WE Volunteers to act upon our recognition of the significance of financial support to the needy by participating in an assortment of community engagement events and offering donations to NGOs and charity groups.

The donations and sponsorships Wynn made this year totaled HK\$74.3 million. Some of our donations and support projects from 2023 are highlighted below:



Caring for Underprivileged Groups

Wynn understands that timely assistance means tremendous support for disadvantaged families.

Giving Tuesday

Giving Tuesday is an International Day of Action, encouraging the world to proactively show care and love to the needy on the first Tuesday following Thanksgiving Day. Upholding our tradition to support Giving Tuesday, our team members organized various charity activities throughout November to spread warmth in the community.

In collaboration with Clean the World Asia, WE Volunteers helped prepare hygiene packs with packaging made from Wynn's upcycled old uniforms. The hygiene packs were delivered to people in need through organizations such as Caritas Macau, the Fuhong Society of Macau (Fuhong), and the Macau Special Olympics (MSO).



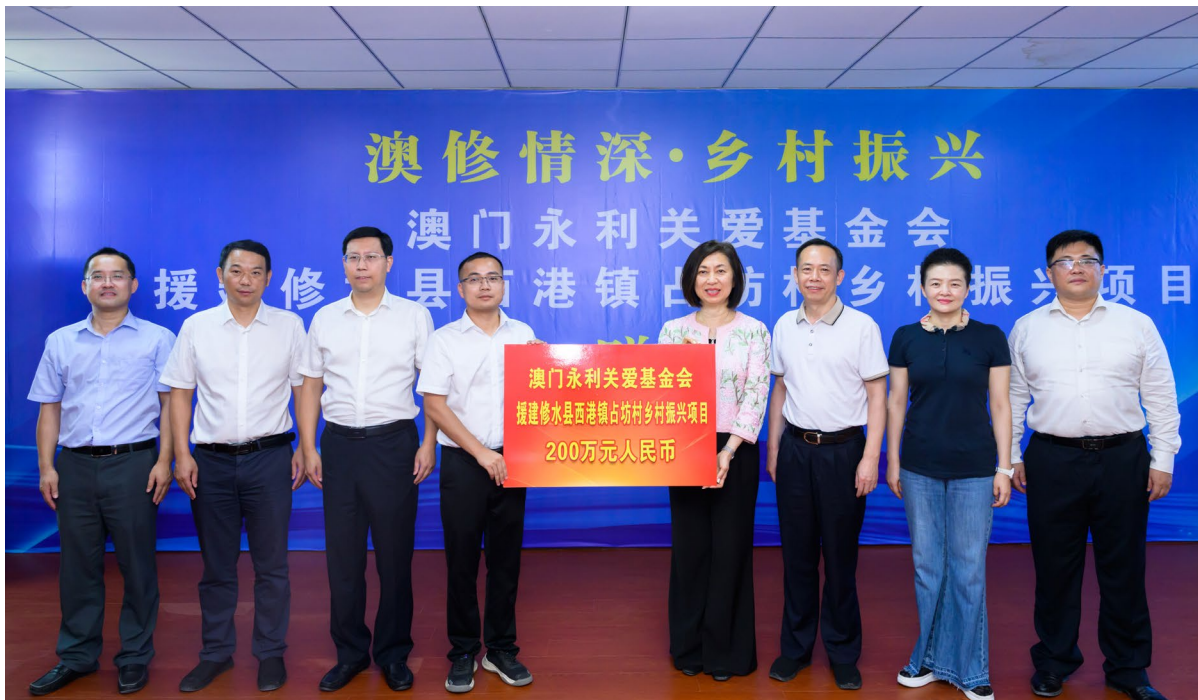


Partaking in Rural Revitalization: Jiangxi Province

In support of the country's rural revitalization policy, Wynn Care Foundation committed RMB 2 million towards the construction of a soy product production and processing factory in Xiushui County of Jiangxi Province. The project encompasses an area of approximately 0.67 hectares and has a total planned investment of RMB 3 million, which includes the construction of a new standard production and storage warehouse along with supporting facilities and advanced soy product production and processing equipment.

The project aims to transform the traditional oil tofu production in Xigang Town into a specialized and modern food industry engaged in research, production and sales, which Wynn believes this will benefit the overall prosperity of farmers in the surrounding areas, as well as attract more high-quality agricultural production and processing enterprises to settle in Xiushui, helping to advance the development of the village.

Additionally, representatives from Wynn's Learning and Advancement department conducted a training session in coordination with the local government, which attracted over 100 practitioners who were keen to learn from Wynn's successful experiences as an integrated resort. The amazing responses from the participants exemplified Wynn's success in experience sharing and providing opportunities to interact with industry professionals.



Promoting a Caring and Equal Community

Wynn understands the importance of equality and fairness and is committed to creating harmony for people with different needs, with the aim of creating an inclusive and caring community for all.

Promoting Equality and Equity

In collaboration with Fuhong, Wynn organized a Sports Day event in July to provide more opportunities for people with disabilities to participate in different sports and promote the concept of physically handicapped and able-bodied integration (PHAB).

Wynn has also continued to support the MSO, sponsoring the "2023 MSO Basketball Challenge" for over 200 participants. This marks our 10th consecutive year of partnership with the MSO in organizing basketball play days to promote sports enjoyment and social inclusion for mentally handicapped individuals. Wynn also collaborated with MSO in launching a special program to provide local handicapped sports talent with training opportunities outside of Macau to promote their personal and professional development, laying the foundation for these athletes to participate in higher-level competitions in the future. The first training session, supported by the Guangdong Disabled Persons' Federation and Zhongshan Disabled Persons' Federation, was successfully kicked off in December with young athletes and coaches training in the GBA. Through this program,

Wynn also hopes to enhance the independence and teamwork skills of these young athletes, helping them further develop the ability to take care of themselves and cooperate with different people in new environments.

Wynn is attentive to children with special education needs and understands the importance of providing them with opportunities to develop their talent and self-confidence. We have supported Fuhong to organize art therapy classes for close to 10,000 participants since 2018. The program was designed to provide diversified art courses for children in need to unleash their artistic potential.

Furthermore, Wynn is also pleased with the outstanding achievement of WE Volunteers in winning the 2023 Macau Heavenly Melody of Sign Language Singing Competition. The competition aims to promote the rights of people with disabilities and advocate for the recognition of sign language, as well as for the deaf and hearing impaired.

Many of the volunteers were first-time signers and the team mastered sign language in a short time ahead of their inaugural performance, demonstrating care and talent while helping to raise awareness of inclusivity and building a more understanding and supportive community.

Wynn Community Tours

To reinforce the concept of equal opportunities, participation and inclusion in the community, Wynn has partnered with various associations to organize barrier-free and point-to-point accessible community tours for their elderly and disabled members. Accompanied by our WE Volunteers, the tour covered Macau community travel spots, including museums, local landmarks, heritage visits, and a festival celebration accompanied by a delightful meal at the end of the tour. Our team members provided assistance to the participating seniors and people with disabilities throughout the educational tour.



Promoting a Caring and Equal Community



Raising Awareness of Health

In line with the Macau government's strategy of accelerating the development of the big health industry, Wynn partnered with Kiang Wu Hospital to sponsor the "Wynn Care Life Journey Experience Pavilion" of Kiang Wu Nursing College of Macau. The facility is the first comprehensive center in Macau to offer learning experiences on the health and nursing profession. Wynn is honored that the sponsorship not only provided support to the health industry, but the integrated educational experiences offered in the facility also contributed to enabling a better understanding of different stages of life alongside promoting a healthy lifestyle among the public.

Wynn also hosted the "Mental Health of Adolescents in the Post-pandemic Era Symposium" at Wynn Palace to exchange insights on adolescents' mental health and raise public awareness of youth well-being. The event attracted around 200 participants, including academic staff, student counselors, clinical psychologists and medical staff. Wynn also supported the Associação de Feliz Paraíso's Colorectal Cancer Screening Program, and assisted in raising public awareness on cancer prevention. We also worked to encourage eligible individuals to participate in regular screenings in alignment with the Health Bureau of Macau's appeal.

Everyone Stray Dogs Macau Volunteer Group

In addition to helping people in need in the Macau community, Wynn also extends our charity work to help stray animals. Together with the Everyone Stray Dogs Macau Volunteer Group, which provides homeless dogs with food, shelter and medicine, Wynn held a charity sale to help raise funds for sick and ageing dogs. The funds raised were used to help cover the medical expenses of sheltered dogs and reduce the suffering of abandoned animals in order to provide them a second chance of life.

Supporting the Greater Bay Area and Beyond



At Wynn, we believe in growing together with our nation through our business to bring promising socioeconomic value to communities in Macau, as well as to the GBA and beyond. We also allocate resources and invest towards innovations in healthcare, technology and cultural initiatives, among other initiatives. Some of our contributions and highlights this year include:

Sharing Session on the Spirit of "Two Sessions"

Wynn hosted a sharing session on the spirit of the first session of the 14th National People's Congress and the first session of the 14th National Committee of the Chinese People's Political Consultative Conference (Two Sessions) in March. The keynote speeches by the

committee members enlightened our team members to better understand recent achievements in mainland China and the latest trends in regional development. Moreover, their insights on how Macau can seize opportunities and support national development also reinforced the central government's firm belief in continuing to support Macau's development, anchoring "One Country, Two Systems" as an important foundation and promoting the national reunification process to achieve long-term prosperity and stability.

National Security Education Exhibition

Our President, Vice Chairman and Executive Director, Ms. Linda Chen, led a group of senior executives from Wynn to participate in the opening

day of the "National Security Education Exhibition", with the aim of supporting the Macau government in promoting national security education efforts and deepening the understanding of national security among Wynn's team members. This marked the fifth consecutive year of Wynn's participation in the "National Security Education Exhibition" since 2019. Wynn believes that this annual event is beneficial to help cultivate team members' understanding, raise their awareness to safeguard national security and contribute towards maintaining national security and Macau's prosperity and stability.

Supporting the Greater Bay Area and Beyond

Rural Revitalization and Understanding National Development

As one of our six identified focus areas of Wynn Care, a group of team members from Wynn visited Jiangxi Province in July during the "Wynn Macau Youth National Education and Rural Revitalization Experience Tour", as part of the "Wynn Macau Youth 2023 Jiangxi Hong Kong Macau Taiwan Youth Exchange Program". Members from different backgrounds deepened their bonds with each other while experiencing Jiangxi's unique historical and cultural journey, as well as developing a better understanding of the development of our motherland, China.

In addition to the rich history and culture, the trip also covered other inspiring aspects such as tourism and rural revitalization, with visits to local landmarks and heritage that sparked deeper understanding of the achievements of rural revitalization policies that brought success to Jiangxi. Besides admiring the natural beauty of Jiangxi, members also affirmed



the strong potential of Jiangxi's tourism to connect with the urban tourism in the GBA.

Honoring Tradition and Chinese Culture

With the Chinese Nation possessing a rich history of more than 5,000 years, Wynn believes that Chinese customs and traditional festivals provide rich cultural significance to our communities.

To inspire appreciation of Chinese heritage among children from an early age, Wynn Care Foundation and the National Conditions Education (Macau) Association jointly organized the seventh "Wynn Cup – Macau Primary School Student National Education Drawing Competition".

The theme of the competition this year, "Inherit Folklore Traditions – Promote Excellent Culture", was carefully decided in the hopes of inspiring young generations to champion China's rich traditional culture through embodying core virtues in festive customs and cultivating sincere appreciation. Wynn believes that these time-honored customs and cultural foundations spark cultural consciousness and instill deep-rooted national pride and cultural confidence. The event was concluded successfully with wide support among primary school students in Macau. Approximately 10,000 students from 52 schools participated in the competition, representing 70% of all schools in Macau.



Our Planet



Sustainability Message

Wynn is centered around its strong commitment to achieving the highest level of quality in our operations. Our team members have always prioritized crafting the most exceptional luxury experience and delivering unrivaled service. This pursuit of excellence also extends to our unwavering dedication towards environmental and social responsibility. Luxury hospitality companies, including Wynn, face the task of satisfying current demands while safeguarding the well-being of future generations.

Addressing this challenge, our worldwide sustainability program, Goldleaf, directs our endeavors to fulfilling our environmental sustainability goals. Through proactive measures and inventive approaches, we endeavor to diminish our impact on the environment by implementing green energy practices, optimizing water usage and responsibly managing waste. We understand the importance of striking a balance between the interests of our investors, employees, guests and the local community by operating a business that is both environmentally sustainable and resilient. This entails utilizing resources prudently to safeguard them for generations to come.

Our determination stems from our dedication to address the worldwide challenge of climate change through the achievement of Net-Zero carbon emissions by 2050. We consider it our responsibility to contribute towards mitigating the adverse environmental impacts of human activity on our planet. Although our overarching objective as a company is ambitious — to establish resorts that generate zero carbon emissions and produce zero waste — we firmly believe that this aspiration is within our reach.

As demonstrated by the strong track record of excellence in all aspects of our operations including our environmental initiatives, we are honored to announce that Wynn successfully retained EarthCheck Certified Silver status for 2023. Furthermore, we were included in the Centre for Business Sustainability of The Chinese University of Hong Kong's Business School 3rd HBSI and the 4th GBABSI rankings. For the second consecutive year, Wynn was ranked in the top 10 and top 20 of the two indices, respectively.

This year, the Macau government launched the "Macau Long-term Decarbonization Strategy" which formulated sustainability strategies in the areas of electricity use, land transportation, energy conservation of buildings, clean energy and waste treatment. In support of the Macau government's environmental protection strategies, Wynn actively works to promote sustainable tourism in Macau. We encourage green transportation by offering complimentary electric vehicle charging stations for both our employees and hotel guests. Since 2020, we have phased out diesel-powered guest shuttle buses and replaced all of them with electric buses to further lower our emissions. Additionally, this year Wynn has become the first integrated resort in Macau to recycle playing cards locally, partnering with a local SME to reclaim paper from our disposed cards.

We remain dedicated and enthusiastic about creating a positive and enduring environmental, social and economic impact in our community while continuing to offer guests an elegant and ultimate hospitality experiences.



Environmental Highlights



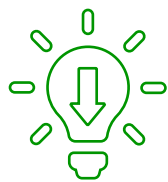
WASTE DIVERSION
INCREASED BY

17.5%*



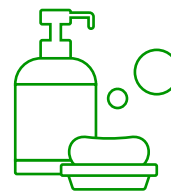
TOTAL GHG EMISSIONS (t CO₂e)
DECREASED BY

36.6%*



11.4%*

ENERGY
REDUCTION



NEARLY

48 METRIC TONS

OF SOAP RECYCLED SINCE 2014



FOOD WASTE DIVERSION
INCREASED BY

15.3%

FROM 2022



NEARLY

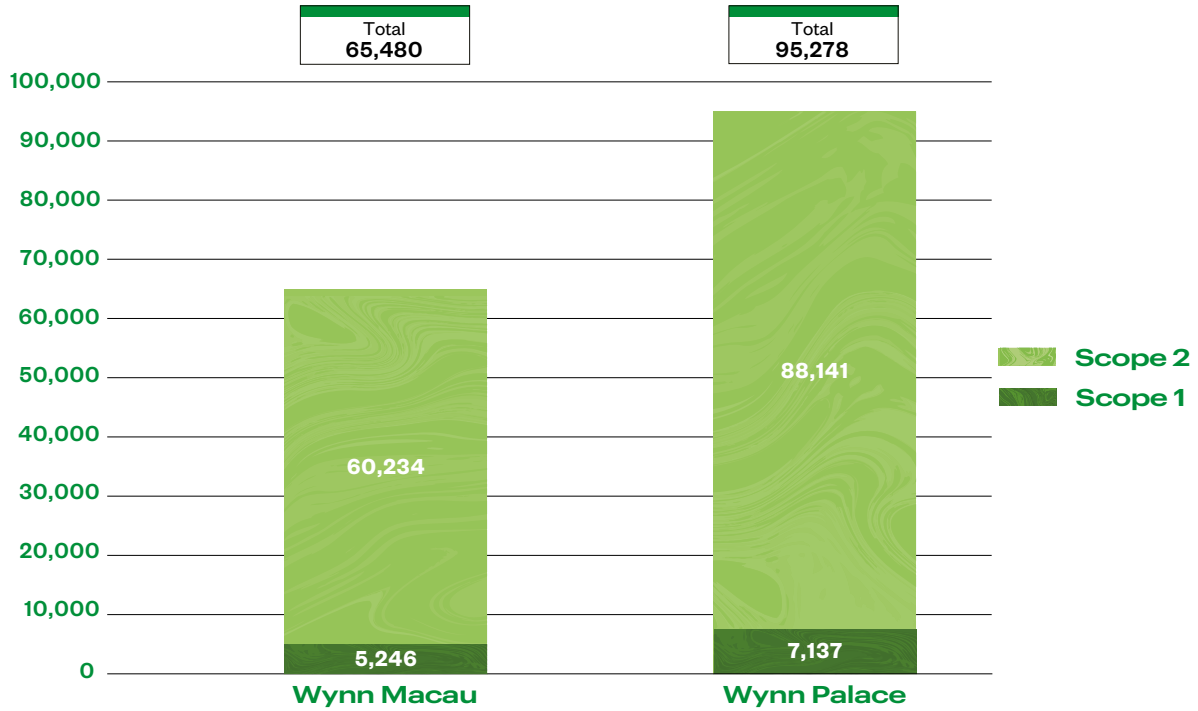
16,660 KG

OF FOOD DONATED

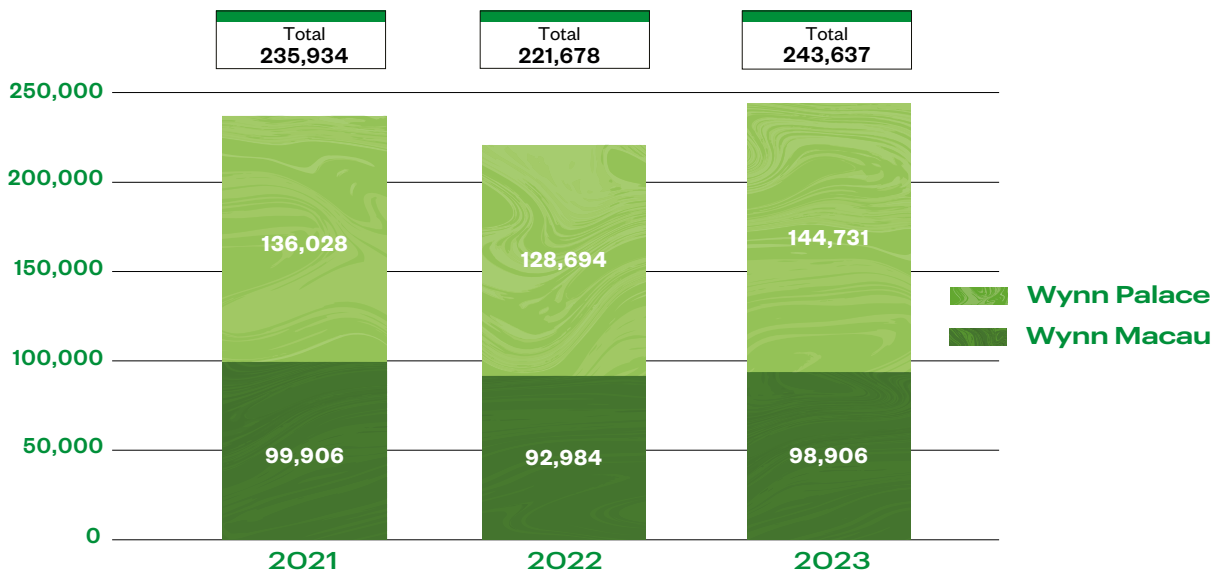
* Compared to 2019 (Pre-pandemic level)

Environmental Highlights

2023 Greenhouse Gas (GHG) Emissions by Scope and Property (t CO₂e)



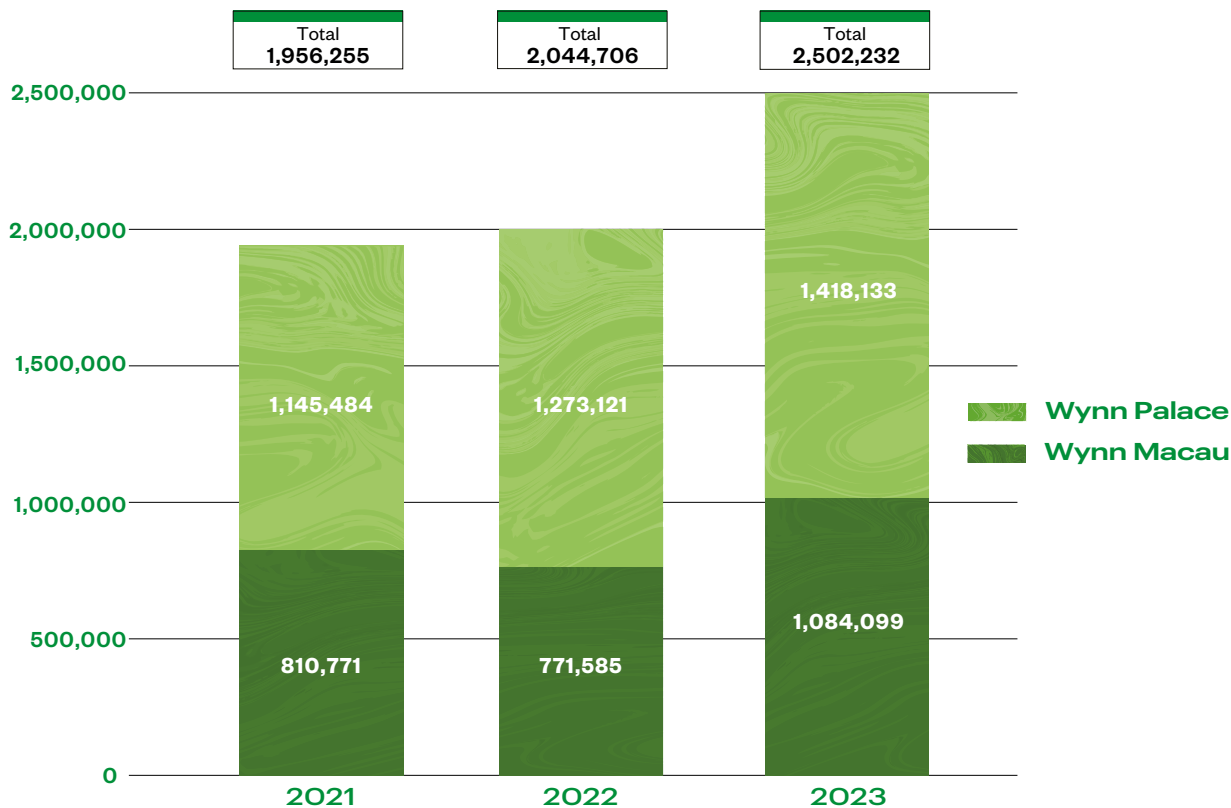
Electricity Consumption by Property* (MWh)



* Our electricity consumption increased in 2023 as compared to 2022 and 2021 due to the recovery of our business and visitation from COVID-19 pandemic. Hotel occupancy rates on a combined property basis for 2023, 2022 and 2021 are 95.5%, 39.4% and 58.6%, respectively.

Environmental Highlights

Water Consumption by Property* (m³)



TOP 10
In the Greater China Hotel
Business Sustainability Index

TOP 20
In the Greater Bay Area
Business Sustainability Index



Recycled
a total of **3,148 kg** of
soap in 2023 by working
with Clean the World Asia

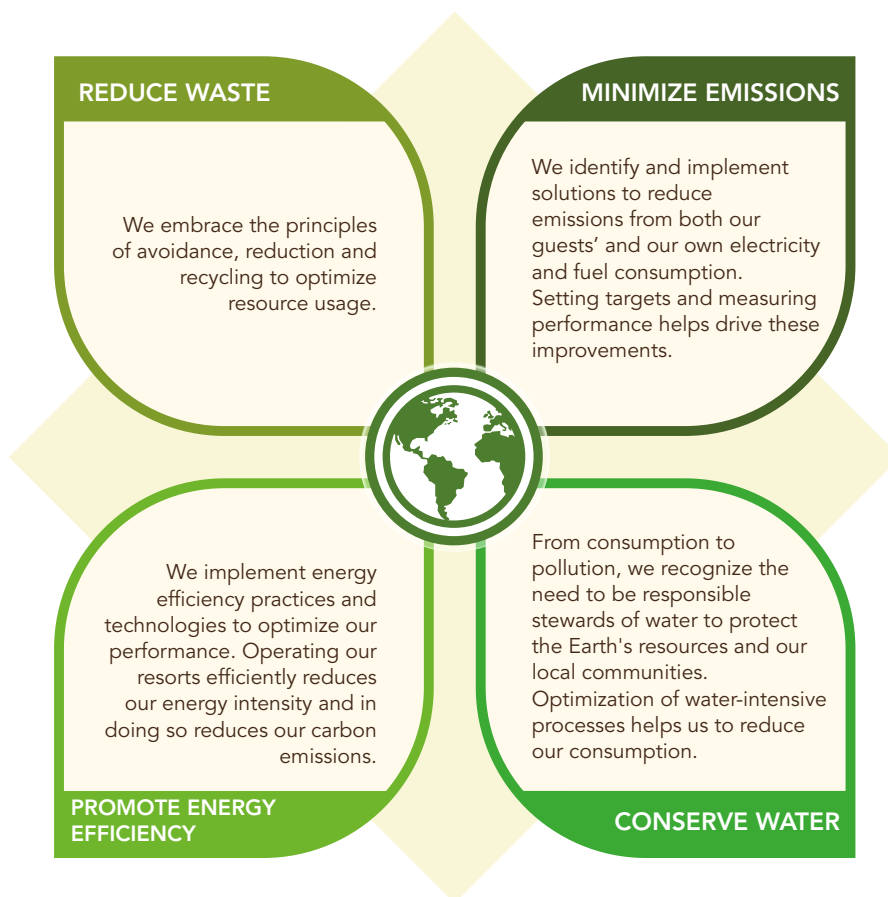
* Our water consumption increased in 2023 as compared to 2022 and 2021 due to the recovery of our business and visitation from COVID-19 pandemic. Hotel occupancy rates on a combined property basis for 2023, 2022 and 2021 are 95.5%, 39.4% and 58.6%, respectively.

Environmental Stewardship

As a frontrunner in promoting sustainable development in the hotel industry and supporting the Macau government's carbon reduction strategies, Wynn has an important role to play in environmental protection. We aim to lead by example through practicing what we preach and supporting green living initiatives. We have accomplished this goal by building environmental sensitivity into our day-to-day operations. This includes monitoring and reducing inefficient consumption practices. We also embrace technologies that allow us to responsibly manage our usage of natural resources. Our overarching goal is to offer guests premium holistic experiences in an environmentally friendly way.

Our dedication to sustainable practices reflects how far Wynn has come in acting as responsible stewards of the environment. At our core lies a fundamental principle: caring for both guests and the Earth. We strive to offer best-in-class experiences at all our global resorts while demonstrating respect for people, communities and the planet. Honoring this principle means providing award-winning service at our resorts worldwide in a manner that preserves nature for future generations to enjoy.

Our main environmental management objectives are to:



We are strongly committed to fulfilling our corporate social responsibilities by proactively supporting smart initiatives focused on environmental protection and the sustainable development of the hotel industry. Initiatives range from efforts to reduce emissions and waste to conserving water and energy, all of which demonstrate Wynn's dedication to delivering five-star service while helping construct a greener Macau by improving the industry's operational standards for sustainability.

Environmental Stewardship

Minimizing Emissions

Sustainable Transportation and Electrification

To support Macau's green transportation initiative, Wynn has been promoting the use of electric vehicles and electric motorcycles to reduce roadside air pollution and GHG emissions. Since 2020, we have phased out diesel-powered guest shuttle buses and replaced all of them with electric buses to further lower our emissions. We have also collaborated with local SMEs and organized back-of-house roadshows to raise team members' understanding on the benefits of using electric motorcycles. Staff discounts and complimentary gifts were also provided to encourage our team members to adopt low-carbon travel and sustainable transportation. Wynn also continued expanding

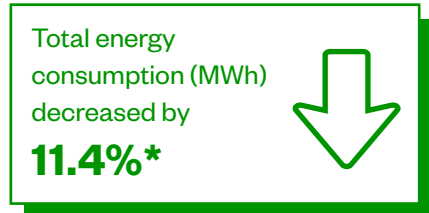
our complimentary electric vehicle and electric motorcycle charging stations to guests and team members, aligning with the Macau government's strategy of promoting the use of green transportation in the hotel and entertainment industry.

Scope 3 Indirect Emissions from the Value Chain

This year, Wynn started a Scope 3 emissions mapping exercise to develop a comprehensive carbon profile and enhance our understanding of emission sources within the value chain. This exercise aided us in identifying material emissions categories to be incorporated into Wynn's carbon inventory, as well as highlighting key areas to be prioritized for emission reduction efforts and related follow-up actions. Going forward, we will continue to

enhance the data accuracy and completeness of our Scope 3 emissions coverage, and we will start to engage our suppliers on managing relevant emissions.

Our Scope 3 mapping suggested that the primary category with the largest emissions share includes Category 1: Purchased Goods and Services. Wynn is currently refining our inventory and assessing targeted actions to further our efforts in reducing emissions.

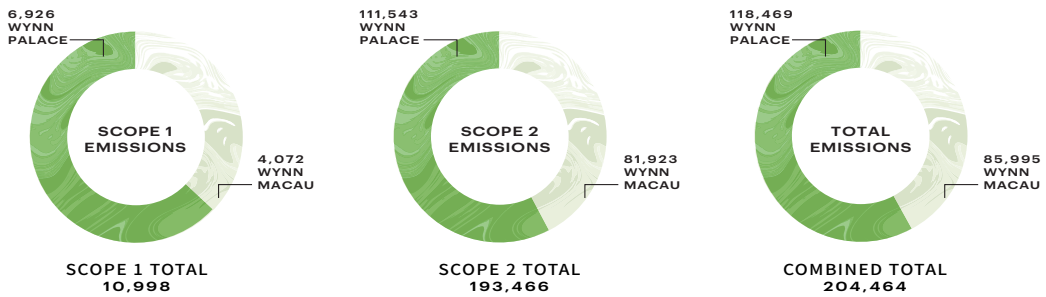


*Compared to 2019 (Pre-pandemic level)

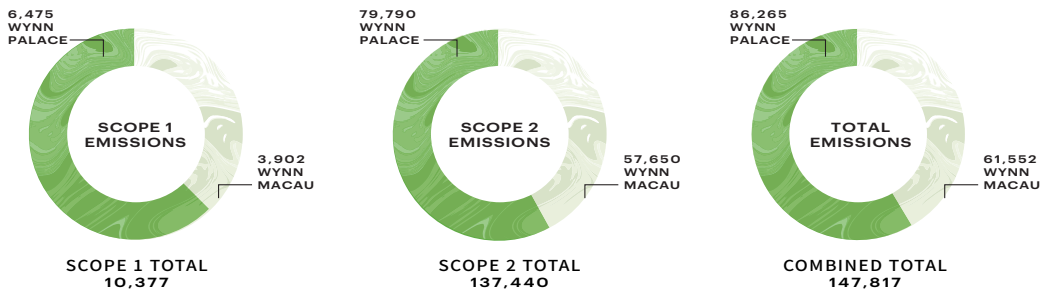
Environmental Stewardship

GHG Emissions by Scope and Property (t CO₂e)

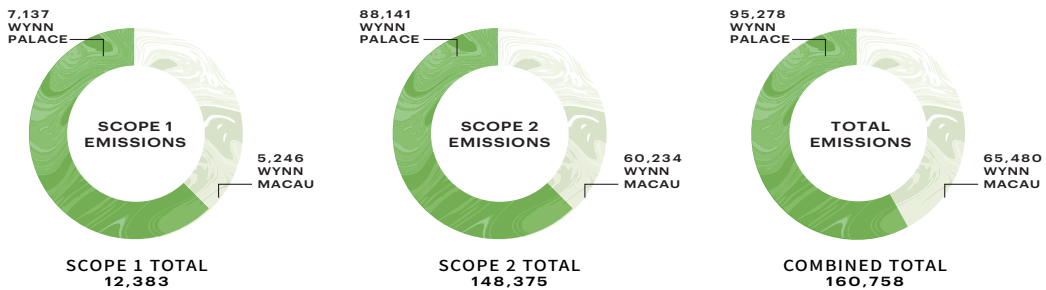
2021



2022



2023



Total GHG emission (t CO₂e) decreased by **36.6%***

*Compared to 2019 (Pre-pandemic level)

Environmental Stewardship

Promoting Resource Efficiency

Energy

Wynn recognizes that improving energy efficiency is an impactful approach to lowering carbon emissions to address climate change, as well as achieving cost reductions. Adhering to our goal of running Net-Zero resorts by 2050 and the Macau government's commitment to decarbonize the power sector, we constantly seek opportunities to boost our energy performance and achieve decarbonization throughout our operations.

In our ongoing efforts to conserve energy, we have undertaken an initiative to replace existing fluorescent lights with energy-efficient light-emitting diode (LED) lighting fixtures. By transitioning to LED lights, we aim to achieve significant energy savings while maintaining adequate lighting levels throughout our properties.

Furthermore, we are implementing the retrofitting of fans in the cooling towers from Wynn Macau with more advanced models that involve fan and hub replacements to maintain fan flow rate while reducing power consumption from corroded fan hubs. The initial replacement of two fans enabled the resumption of normal operations and successfully saved over 20% of our cooling tower energy consumption. Noting the positive outcomes achieved through this work, we are planning to extend the replacement to the remaining sets of cooling towers. We also replaced the defective glass curtain wall in Wynn Macau in order to improve insulation which maintain room temperature more efficiently in our guest rooms.

These upgrades not only provide significant energy savings by proactively addressing equipment wear and tear during inspection but also enhancing equipment operating efficiency while reducing noise levels.



Low Temperature Washing Project

We continue to explore innovative strategies to reduce the carbon footprint of our laundry services. Since 2018, we have utilized a low temperature washing program able to lower the washing temperature from 60°C to 40°C in Wynn Macau. The reduced water temperature helps prolong the lifespan of linen by 25%, reducing linen replacements and maximizing resource use. We also adopted the Aquanomic Laundry Programme, an eco-friendly and sustainable laundry washing process that uses Ecolab's proprietary chemicals for washing bed linen and bath linen. The wash process in the Aquanomic system uses less water and energy through reducing wash steps, water usage and water temperature to maximize the operational efficiency of the laundry process.

Environmental Stewardship

Waste

The Macau government is actively promoting waste reduction and recycling initiatives such as phasing out plastic shopping bags and tableware to improve recycling awareness among the public and foster changes in behavioral practices. Wynn recognizes the significance of reducing the usage of disposable plastic bottles, positioning ourselves as an early adopter of sustainable solutions to offer our guests high-quality drinking water in reusable glass bottles.

In 2019, Wynn became the pioneer among integrated resorts in Macau by implementing an onsite large-scale automated water refilling system, Nordaq 2000. We have now also extended the utilization of water from our Nordaq 2000 system in reusable glass bottles to our Wynn Palace hotel rooms. By minimizing the reliance on plastic water bottles, we also reduce plastic waste and the carbon footprint associated with the packaging and transportation of water bottles.

To foster an environmentally conscious culture, we encourage our team members to practice recycling. We have designated containers where team members can dispose of their used batteries, used paper and plastic products for recycling. The used batteries are collected for further processing, ensuring safe disposal and recycling according to established environmental regulations.



Wynn Partners with a Local SME to Recycle Shredded Playing Cards

With our commitment to promoting sustainability in Macau and in line with the Macau government's environmental policies, Wynn joined forces with a local SME this year to recycle and convert shredded playing cards from our properties into raw materials for making various recycled paper products. As the first integrated resort in Macau to recycle shredded playing cards locally, Wynn believes that the efforts through this partnership help minimize solid waste and reduce pressure on the Macau Refuse Incineration Plant.

Since playing cards contain impurities such as plastic and talc, a separation process is necessary to extract the plastic and other non-recyclable components from the card fibers before they can be transformed into pure paper pulp. Once processed, these raw materials are transported to mainland China for producing various items such as paper towels, egg containers and other recycled paper products, giving new life to our discarded playing cards. After processing, the recycled paper pulp produced per year can be transformed into more than 8 million egg containers.

Wynn remains dedicated to finding further new and innovative waste management solutions, fostering a green corporate culture, creating a better environment for the local community and nurturing Macau as a "green city".

Food waste diversion increased by **15.3%** from 2022



Batteries recycled increased by **30.7%***



*Compared to 2019 (Pre-pandemic level)

Environmental Stewardship

Winnow Vision

Wynn embraces a series of initiatives to minimize wastage, including implementing the Winnow Vision System which uses artificial intelligence technology to bring about positive environmental and social change through reducing food waste. Since 2019, Wynn has become Macau's first integrated resort working with Winnow to strengthen its sustainable development strategies and solutions to help reduce food waste. Its data-driven analysis enables the team members to identify surplus food categories, enabling us to immediately adjust menus and the quantity of ingredients being purchased, thereby enabling Wynn to take an analytical approach to reducing food waste from source without compromising quality.



Automated Fire Alarm Battery Replacement






Wynn Palace's Life Safety team undertook a comprehensive study to evaluate the efficiency of battery usage in the Automated Fire Alarm System employed at the property. The team introduced a new strategy of replacing batteries based on their latest performance statistics, utilizing tracking metrics such as capacity, voltage and internal resistance. The evaluation and monitoring system references and assures compliance with various international fire code standards such as the National Fire Protection Association, International Building Code and International Fire Code, among others.

Under this new scheme, the quantity of battery replacement reduced by almost 45% when compared with 2022. By extending the lifespan of batteries, the reduced number of discarded batteries significantly reduces Wynn's environmental footprint. Given the success of this new program, it is now being extended to Wynn Macau in 2024.



Environmental Stewardship



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

Water

Wynn is committed to safeguarding our local community and environment through the responsible and efficient use of water. To promote water conservation among our team members in their daily routines, we promoted World Water Day this year, highlighting the significance of conserving water at Wynn's back-of-house areas. We also shared some practical tips on water preservation for households to encourage wise water usage.

We strive to avoid wastage and improve water efficiency by deploying water saving technologies at our resorts. We deploy smart technologies, control and repair leaks, monitor water use, prioritize water efficient equipment and appliances and align with best practices across our resorts. Our proactive maintenance approach encourages us to regularly inspect our water systems and rectify defects as soon as they are identified to minimize water wastage.

Environmental Stewardship



The Environmental Management System

EarthCheck

We adopted one of the world's most scientifically rigorous environmental management systems (EMSs), designed by EarthCheck specifically for companies operating in the travel and tourism industries. By signing up for the quantitative benchmarking evaluation, Wynn further formalized our EMS approach, seeking to continuously improve our standards and efficiency regarding natural resources and energy consumption in our resorts with the aim of attaining this internationally recognized certification.

With the concerted efforts of the Company, guests and Wynn team members, Wynn passed its EarthCheck audit and retained our Silver Certification for 2023, demonstrating Wynn's outstanding performance in pushing for sustainable development.

Marine Stewardship Council and Aquaculture Stewardship Council Chain of Custody

As a member of the tourism and catering industry, Wynn emphasizes food sustainability and ecological conservation and is committed to the responsible use of the earth's precious resources. Wynn Palace has also successfully passed an audit conducted by third-party certification agencies to obtain dual certification from the Marine Stewardship Council (MSC) Chain of Custody (CoC) and Aquaculture Stewardship Council (ASC) CoC. In 2021, we were proud to become the first enterprise in Macau to acquire these international accreditations. This certification ensures that the wild-caught and farmed seafood offered by Wynn complies with international standards on sustainable fishery and traceability of seafood.

Keeping Our Company and Community Green



Wynn endeavors to share and promote developments in the field of sustainability among our own team members and other professionals in the industry and thereby strives to make a valuable contribution towards building Macau into a modern green city.

We have adopted extensive digital transformation initiatives in our operations. Most of our marketing materials are prepared in digital format, enabling us to foster paperless operations and reduce a significant amount of paper waste. In 2023, we have successfully achieved a 300% increase in paper saved since commencing our digital transformation process in 2022.

We believe that reaching out and educating our local community will bring us one step closer to a sustainable world. We partnered with Novetex to give new life to textile waste using The Billie System. With the support of The Billie System, Wynn has become the first integrated resort in Macau to utilize an innovative sustainable solution for upcycling textiles,

in which our used uniforms are upcycled into new material that can be processed into new textile products. We also co-hosted an experience workshop for Fuhong students and our team members to use material from recycled uniforms to create scarves for a charity sale to support those with special needs. We will continue to advance this circular economy initiative and advocate for sustainable textile solutions in the future.

As a global integrated leisure and entertainment resort, Wynn is committed to seeking more sustainable business opportunities and creating synergies with local SMEs, jointly enhancing the economic diversification of Macau.

This year, Wynn was pleased to once again support the Macao International Environmental Co-operation Forum & Exhibition (MIECF) hosted by the Macau government. At the exhibition area, we held a "Wynn Local SME Procurement Partnership Meeting – Business Matching Session in the Sustainability & Innovation Category" and had conversations with close to 150 local SME representatives with some businesses focused on environmental protection and innovation.

Received Silver in Green Booth Award from MIECF 2023



Keeping Our Company and Community Green

Sustainable Education

In line with our commitment to environmental sustainability and community engagement, Wynn supported Clean the World Asia's hygiene kit building event by promoting the concept of upcycling. Volunteers from various departments of Wynn joined forces to assemble 2,500 hygiene kits, which were thoughtfully packaged in cotton bags crafted from upcycled materials derived from Wynn's own uniforms, and then donated to local NGOs to enhance the awareness of personal health and hygiene within our communities.

In partnership with the MGTO and the Macao University of Tourism, Wynn continued to host the Sustainable Gastronomy Masterclass Series this year. This annual Masterclass Series demonstrated our dedication to help raise awareness of adopting eco-friendly practices and utilizing sustainable ingredients

within Macau's F&B industry, further strengthening Macau's distinguished status as a UNESCO Creative City of Gastronomy and building a green future for the city. The Masterclasses offered this year included an array of elements, including topics on "Natural, Biodynamics and Organic Wine", "Kombucha", "Sustainable Seafood" and "Michelin Green Clover Sustainable Dining".

Task Force on Climate-Related Financial Disclosures (TCFD) Awareness Workshop to Wynn's Management Team

To empower Wynn's management in their focus on climate change challenges and enhancing the understanding of associated climate change implications, a series of workshops on TCFD was organized for Wynn's management team. A total of 60 Wynn C-Suite and executive management across different departments participated

in this engagement to strengthen the governance towards climate-related issues in our operations, supporting our top management in effectively integrating climate-informed decisions into our operations.

The workshop provided valuable insights into key sustainability trends alongside an introduction to the TCFD recommendations and the disclosure landscape of climate-related information, emphasizing the importance of building resilience to climate change through managing climate-related risks and opportunities. Participants gained comprehensive understanding of how climate change impacts, including physical risks and transition risks, can impact the operations, supply chain and value chain of companies across various industries and geographies.

Gaining deeper insights into climate change alongside improvement strategies helps enable Wynn's management in their actions towards mitigating risks and enhancing climate change resilience across all aspects of Wynn's operations.



Keeping Our Company and Community Green



Nurturing Young Generations

Wynn cultivates local talent and works towards increasing our future generations' awareness of sustainability in the hospitality industry. This year, we organized several site visits and invited students from the Tsinghua University, local universities and a local school to pay a visit to our green facilities in Wynn Palace. We provided over 100 students with a more comprehensive understanding of Wynn's innovative technologies and circular economy approach for reducing waste and carbon emissions in our daily operations. The students were able to observe and understand the operations of an international integrated resort and apply the knowledge they have learned into their future careers.

Innovative Advancement

Wynn has been a supporter of Pui Ching Middle School Macau's team participating in the International Genetically Engineered Machine (iGEM) Competition since 2020. Among 400 participating high schools worldwide, the Pui Ching team won the Gold Award in the high school category at iGEM 2023 for their project "carcinogen detectors", which aimed to create a rapid and low-cost DNA damage detection system to simplify and democratize the testing process for carcinogens. This marked Pui Ching's fifth consecutive gold award at the competition. Furthermore, in order to support Pui Ching's genetic engineering laboratory, this year Wynn has donated a photovoltaic system to generate green electricity for Pui Ching's Chemistry Lab.

Keeping Our Company and Community Green

Fighting Food Waste

In order to increase awareness of responsible eating habits and plate waste, we regularly organize our "Clean Plate Challenge" to encourage team members to finish all the food on their plates. We also organized a plate waste sorting roadshow with interactive games to enlighten team members on plate waste management. Our internal newsletters regularly remind our team members of concepts on "Food for Thought", the steps to separate plate waste and general waste, and promote responsible food consumption.



Food Angel

To combat food wastage and enhance the well-being of underprivileged groups in the community, we donated whole fruit supplied to our team dining area to Fuhong and Cats and Dogs Guardian Angel Association (Macao) as part of Wynn's food donation initiative to minimize wastage and extend our care to the people in need. Additionally, as part of Wynn's food donation initiatives, we delivered 26 types of groceries including rice, noodles, cooking oil and canned food to Caritas Macau.



Food donation increased by **8.8%** from 2022



Navigating Through Climate Change



We recognize the importance of aligning to the Macau government's long-term decarbonization strategies to reduce GHG emissions and actively strengthen our efforts in building climate resilience. This year, we conducted a climate risk assessment aligning to the TCFD guidelines and have summarized our progress in this section following the four TCFD pillars: governance, strategy, risk management, and metrics and targets.

Governance

Wynn fully understands and recognizes the risks associated with climate change to our operations and we have prioritized it as a material ESG topic. At Wynn, the Board is responsible for overseeing our sustainability governance, including climate-related risks and opportunities. Material ESG-related risks to Wynn's businesses are regularly evaluated to ensure the overall effectiveness of our risk management processes. Learn more about our climate governance in the [Our Governance](#) section.

Navigating Through Climate Change

Strategy

To facilitate our understanding of the importance of climate change issues, we developed and keep track of a comprehensive list of climate-related risks and opportunities to identify and assess the potential areas that may impact Wynn's business operations over the short, medium and long term. In response to the potential impacts identified, we review our current strategy and plan for further mitigations, as needed.

To accelerate progress towards a low-carbon economy, we review and explore new technologies in our operations where possible and applicable. We will continue to implement and revise decarbonization initiatives and strategies as needed in order to achieve our goal of Net-Zero by 2050.

The key climate-related physical risks identified during our climate change assessment are summarized below:

Physical Risks	
Extreme Heat and Increasing Temperature	Excessive heat is characterized by unusually elevated temperatures surpassing historical averages, which could result in heat-related illnesses and pose health and safety risks to employees.
Tropical Cyclones	Tropical cyclones are destructive weather systems characterized by strong winds and heavy rainfall, which could cause damage to buildings, roofs, windows, and other structures.
Coastal and Offshore Flooding, and Sea-level Rise	Coastal flooding refers to the inundation of coastal and offshore areas by seawater, typically caused by storm surges, high tides or sea-level rise. Coastal flooding can lead to structural damage, corrosion of materials, and electrical system failures.

We acknowledge the presence of both risks and opportunities while we are driving transition to a more sustainable future. In the next section, we have summarized the key transition risks identified, which could also be our opportunities as they might bring positive impacts to Wynn in terms of increased revenue or reduced operational costs.

Transition Risks and Opportunities	
Carbon Pricing	Carbon pricing can be introduced in the form of a cap-and-trade scheme or a carbon tax which may be necessary to stimulate the transition to low-carbon energy.
Emerging Decarbonization Policies	Macau is in line with the mainland's goals of reaching peak carbon dioxide emissions by 2030 and carbon neutrality by 2060. The implementation of these policies might cause financial and operational impacts to Wynn.
Low-carbon Transportation	Low-carbon transportation could increase the cost of investing in green transportation options for the Company's fleet, installing additional charging stations for electric vehicles and upgrading the current transportation fleet. Also, the Macau government plans to power 90% of the city's bus fleet with clean energy and increase the number of electric taxis by 2025. This involves opportunities in transitioning to low-emission vehicles and promoting energy efficiency in transportation.
Changes in Consumer Preferences	As consumers become more aware of the environmental impact of their choices, there may be a growing demand for sustainable and eco-friendly alternatives, which could create new business opportunities for the Company.
Reputation	As consumer demand for sustainable products increases, a positive brand image and broader customer base may occur by offering additional sustainable products or services in the future.

Navigating Through Climate Change

Risk Management

Wynn incorporates climate change considerations into our strategy and internal framework. Identified physical and transition risks are monitored and managed by our overall risk management process to help us assess climate risks in our daily operations. We have prioritized material ESG topics including climate change and emissions management, energy usage and sustainable transportation to ensure climate-related risks are fully considered and integrated into our risk management framework and procedures.

To ensure our resilience against climate change, we have performed a climate physical and transition scenario analysis with both a low-carbon scenario and a high-carbon scenario in line with TCFD recommendations. Climate-related risks are projected on medium and long-term time horizons (2030s and 2050s). We adopted SSP1-2.6 (a low emissions scenario that assumes below 2°C warming by 2100) and SSP5-8.5 (a high emissions scenario following a "business as usual" trajectory) to assess stressed exposure to physical climate change risks. We referenced the Net-Zero Emissions by 2050 Scenario (NZE by 2050) and the Stated Policies Scenario (STEPS) for a transition risks and opportunities scenario analysis. We are in the process of conducting financial quantification for relevant climate risks and the impacts it may have on our business as we formulate effective management measures in future.

Physical Risks

Climate-related Risks and Opportunities	Implications	Wynn's Mitigation Strategy
Acute <ul style="list-style-type: none"> • Extreme Heat • Tropical Cyclones • Coastal and Offshore Flooding (e.g. storm surges, high tides) 	<ul style="list-style-type: none"> • Reduced revenue due to business disruption • Increased costs from repairs and maintenance • Increased spending related to adaptation and mitigation capacity of assets 	<ul style="list-style-type: none"> • Conducting physical risk assessment • Continuously improving hazard prevention and protection to our assets and operations (e.g. alert systems, physical structures and regular inspections) • Regular reviewing and enhancing of our business contingency plan
Chronic <ul style="list-style-type: none"> • Increasing Temperature • Sea-level Rise 	<ul style="list-style-type: none"> • Increased insurance premiums 	<ul style="list-style-type: none"> • Adopting energy-efficient equipment and further energy conservation improvements • Regular monitoring of flood risks • Regular inspection of drainage network

Transition Risks and Opportunities

Climate-related Risks and Opportunities	Implications	Wynn's Mitigation Strategy
Policy and Legal <ul style="list-style-type: none"> • Carbon Pricing • Emerging Decarbonization Policies 	<ul style="list-style-type: none"> • Increased compliance cost related to carbon tax and other regulations • Potential damage to reputation from non-compliance 	<ul style="list-style-type: none"> • Establishing GHG emissions reduction targets to lower emissions • Adding and upgrading energy efficient equipment • Regularly reviewing and monitoring regulatory requirements and latest policy trending
Technological <ul style="list-style-type: none"> • Low-carbon Transportation 	<ul style="list-style-type: none"> • Increased costs of adopting green transportation • Enhanced operations efficiency 	<ul style="list-style-type: none"> • Consider additional green transportation options for our company's fleet
Market <ul style="list-style-type: none"> • Changes in Consumer Preferences 	<ul style="list-style-type: none"> • Reduced revenue due to the shift in consumer preferences towards more sustainable products and services 	<ul style="list-style-type: none"> • Providing more sustainable options for guests • Enhancing sustainable procurement policies and practices
Reputation <ul style="list-style-type: none"> • Better Brand Image and Competitive Position 	<ul style="list-style-type: none"> • Potential revenue opportunities from attracting customers with more sustainable offers and practices 	<ul style="list-style-type: none"> • Providing more sustainable options for guests • Continuing to explore the application of additional sustainable offers and practices in operations

Navigating Through Climate Change

To reinforce Wynn's effort in considering emerging regulatory requirements, we will continue to implement energy-efficient measures, closely monitor regulatory changes and explore various opportunities for addressing climate impacts.

Metrics and Targets

We publish key metrics on energy, water usage and waste management in our sustainability report annually. Monitoring and reporting these metrics help us to identify areas with high climate-related risks to further improve our performance. For more details on climate-related metrics, please refer to [2023 Performance Metrics](#) section in this report.

To ensure we meet our carbon reduction targets – Net-Zero by 2050 and Carbon Peak by 2030 – we use the EarthCheck system to continuously measure and monitor our environmental performance. This system constantly measures, monitors and manages key environmental indicators and helps us identify ways to reduce the amount of energy used throughout our operations. We keep track of our Scope 1 and 2 GHG absolute emissions and intensity regularly to identify improvement opportunities, and we have started Scope 3 emissions inventory mapping this year to collect emissions data in our value chain. Internal procedures and training are also in place to ensure climate-related information is appropriately communicated to team members of different levels.

Started Scope 3 GHG emissions inventory mapping in 2023





Our Governance



Our Governance Message

We prioritize integrity and are dedicated to upholding high standards of corporate governance, which are crucial for effectively managing our business and gaining the respect of the investment community and regulatory bodies in our industry.

Through our effective leadership, the Board and executive team are responsible for safeguarding, implementing and improving our remarkable corporate culture and employee proprietor mindset.

Recognizing our responsibility to society and the environment, we actively collaborate with government and industry partners to fulfill our role in creating a brighter future for our team members, guests and stakeholders. Wynn is committed to delivering the highest standards of luxury hospitality to our guests, while at the same time ensuring that we are a sustainable, caring and a responsible leader in the hospitality industry.

To maintain appropriate and effective risk management strategies, we have established a robust governance process covering all aspects of our operations. In particular, we have a strong focus on ESG aspects, such as environmental stewardship, supply chain management, climate change, workplace conduct, mentorship and guidance, and human rights. In particular, this year we enhanced our climate-related risk management. To better mitigate and adapt to climate risks, we conducted a climate risk and opportunity scenario analysis according to TCFD recommendations this year. The Board holds ultimate responsibility for overseeing the risk management and internal control systems of the Company. ESG risk management requires collaboration across our entire operation, utilizing a wide range of skills, knowledge and experience to become effective in formulating appropriate responses.

Wynn prioritizes environmental responsibility and is dedicated to sustainable practices. We have developed and implemented various initiatives, both in our guest offerings and our operational systems, to promote efficient operations and conserve resources. Recognizing the significance of climate change as a pressing issue for society and the environment, we are fully committed to mitigating its adverse impacts on our world, with an ambitious corporate goal: to operate zero carbon, zero waste resorts.

Moving forward, we are confident the overriding quality that makes Wynn the world leader in luxury — our unwavering commitment to excellence — is the same quality that will keep us positioned at the forefront of the global hospitality industry for decades to come.



Board Oversight of ESG Issues

Our reputation and the value of our brand, including the perception held by our customers, business partners, other key stakeholders and the community in which we do business, are of critical importance. Our business faces increasing scrutiny related to ESG drivers, elevating the risk of damage to our reputation and the value of our brands if we fail to act timely and responsibly to ESG challenges. Areas of focus include environmental stewardship, supply chain management, climate change, workplace conduct, mentorship and guidance, human rights, philanthropy, and support for our local community, among others. Any significant harm to our reputation could have potential impacts on our business. As such, sustainability is a strategic imperative for our business and is integral to our overall approach toward building long-term value for our shareholders.

A strong focus on sustainability has been a key driver behind our success over the years. Through effective leadership and rigorous corporate oversight, the Board and the executive team conscientiously fulfil their responsibilities to protect and enhance our distinctive corporate culture, as we aim to propel the entire hospitality industry to new heights. With clear, ESG-centric values as our guide, we continue to make significant strides on our path to fit-for-purpose governance in ways that are responsible, accountable and transparent.

We have evolved our Company's legacy of progress by continually enhancing our operational structures, processes and controls

to support and promote ethical behavior across every sector of our business. Our ESG activities are overseen by the Board, which has the responsibility to manage the impact of all our current and future decisions. All our decisions are made with careful consideration of their current and future implications, including potential impacts anticipated in the short term and well into the future. This includes taking care of our team members, operating in an environmentally responsible manner and supporting the Macau community for years to come.

We consider it a great honor to operate in Macau and we show our appreciation by giving back to the valued local community in a variety of meaningful ways. This includes our ongoing investment in our integrated resorts, in our people, and in the communities of Macau, the GBA and beyond.

We strive:

- To attract and retain our customers – we design and continually make enhancements to refresh, improve and expand our resorts;
- To invest in our team members – we conduct various training and development programs. With a robust emphasis on human resources and employee training, we provide opportunities for movement within our operations to ensure team members can pursue their career goals and elevate their functional and leadership skills with us. Equally important are our hiring decisions, our employee compensation programs, and our workplace policies, all of which ultimately benefits our team members;

- To help drive reinvestment in our community, encourage volunteerism, and promote responsible gaming – our Wynn Care program has centralized our community-focused initiatives into a cohesive operation. We have also expanded our various volunteer activities and community events into the GBA and beyond. Through our Wynn Care Foundation, we continue to further broaden our efforts in pursuing positive social impact and supporting charitable development within Macau, the GBA, and mainland China; and
- To support sustainable development for the benefit of Macau and our planet – we are fully committed to monitoring, reducing and optimizing energy and resource consumption, as well as embracing technologies that help us to use our resources responsibly. We are committed to the Wynn Sustainability Goals and are making progress toward reducing or offsetting all carbon dioxide produced by our operations no later than 2050, as well as stopping and reversing the year-over-year growth of operational carbon dioxide emissions by 2030. We believe these ambitious goals will enable the Company to decrease emissions and confront the ever-growing risk of climate change while improving operational efficiencies and maintaining value for our shareholders.

Board Composition and Diversity

The Board governs the Company and is responsible for overall leadership of the Group. The Board works to promote the success of the Group by overseeing and directing the Group's business transactions, and delegates the day-to-day running of the Group's business to the executive directors and management team. The Board determines the overall strategic priorities for the Company, reviews and approves budgetary affairs, as well as overseeing and monitoring the overall performance of management.

The composition of the Board is balanced between executive directors and non-executive directors, including independent non-executive directors. In 2023, the Board consisted of ten directors, five of whom are independent.

The Board has received appropriate delegation of its functions and powers and has established appropriate Board

committees, including the audit and risk committee, remuneration committee, and nomination and corporate governance committee.

The Board adopts a board diversity policy, which sets out the Company's approach to achieving diversity. The Company recognizes and embraces the benefits of having a diverse board and views diversity as an important element in supporting the attainment of its strategic objectives and its sustainable development. In designing the Board's composition, a variety of diversity aspects are considered, including but not limited to gender, age, educational background, ethnicity, professional experience (including regional and industry), skills, knowledge and length of service. The Board may adopt, and amend from time to time, such aspects that are appropriate to the Company's business and succession planning, as applicable.

The nomination and corporate governance committee of the Company reviews the diversity policy periodically to ensure its effectiveness and will recommend revisions to the Board for consideration and approval as appropriate.

The committee is also committed to maintaining representation at our Board level to ensure a broad spectrum of experience and expertise that will promote the presentation and consideration of different points of view.

Sustainability Governance

Our Board, assisted and advised by the audit and risk committee and executive management, oversees our approach to sustainability initiatives and reporting. The sustainability committee, consisting of representatives from different departments and disciplines, advises and assists executive management to develop policies, implement processes and monitor strategies that promote sustainable development. The Board and the audit and risk committee meet to evaluate priorities and manage material ESG-related issues, including risks to Wynn's businesses and to review the overall effectiveness of our risk management processes.

Sustainability Oversight at Wynn



We have a formal Sustainability department with a dedicated team led by our Vice President of Finance and reporting to our Chief Financial Officer and Chief Administrative Officer. Our Sustainability department oversees the day-to-day management and implementation of our socially and environmentally focused programs and initiatives.

Since the establishment of this department, we have seen an increase in recognition of the importance of sustainability among our Wynn team. Our internal Green Team members and appointed Green Champions also report to the sustainability committee, and are responsible for implementing sustainability initiatives within their respective departments. Learn more about our environmental initiatives in the [Our Planet](#) section.

Sustainability Governance

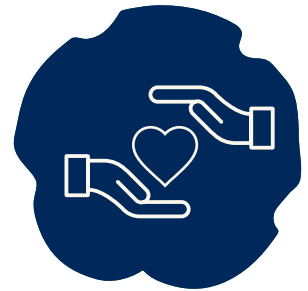
OUR OVERARCHING COMMITMENT TO SOCIAL RESPONSIBILITY INCLUDES:



Creating a five-star workplace



Fostering a diverse and inclusive workforce



Furthering social impact initiatives in our communities



Minimizing the harm and maximizing the benefit that we have on our community and environment by using and sourcing energy and materials responsibly



Elevating our corporate governance practices to ensure they appropriately support the long-term interests of our stakeholders



Investing in the training and development of our team members and others in our community

To learn more about our corporate governance and the overall governance structure of the organization, please see our [WML 2023 Annual Report](#).

Sustainability Governance

Sustainable and Responsible Procurement

Sustainable procurement is an integral component of Wynn's Goldleaf Sustainability Program. As a large procurer, we are in the position to be a model purchaser and to encourage good practices among our suppliers. We achieve this by balancing sustainable procurement decisions with the environmental and social impacts of the products and services that we purchase.

We have established and continue to develop relationships with an exclusive network of suppliers to ensure our quality standards and procurement requirements are met. All suppliers are assessed using a three-phase internal approval process by senior management, department users and our Procurement and Corporate Investigation departments.

We acknowledge that supply chain risks can bring uncertainty to our operations. We have mitigation processes in place that can be implemented as and when needed for our hospitality needs, such as in the situation of extreme weather events or supply shortages.

Sustainable and Responsible F&B

Wynn has always attached great importance to promoting the concept of "sustainable development" in its operations and management processes, enabling the business to grow and thrive

while having a positive impact on the environment and communities where we operate. One example of this is our endeavors to ensure that the seafood served at Wynn meets international standards for sustainable fisheries and seafood traceability. In 2022, Wynn Palace was qualified to obtain MSC CoC and ASC CoC certifications, making Wynn the first enterprise in Macau to hold these two prestigious international accreditations. Wynn's MSC and ASC CoC certifications have been renewed in 2023.

Complimenting these initiatives related to sustainable seafood sourcing, Wynn hosted a Sustainable Seafood Gastronomy experience to celebrate World Ocean Day in June this year as we affirm the idea that eating green options that meet sustainable standards does not require sacrificing the enjoyment of food. Wynn believes that our "Sustainable Seafood" specialties help raise awareness of the importance of marine ecosystems and promote the concepts of sustainable eating alongside green consumption to our guests.

Our Commitment to the Humane Care of Animals

Wynn's reputation for integrity and ethical conduct extends to all areas of our business. Consequently, we consider the humane care of animals a priority throughout our supply chain. As an internationally recognized brand, we work to use our scale, reputation, and influence to positively impact our planet, our guests, and our suppliers.

We have adopted an animal welfare policy that reflects our commitment to excellence and caring about everyone and everything. We prioritize vendors and suppliers who demonstrate and certify responsible practices in animal care, such as the World Organization for Animal Health's Five Freedoms:

- Freedom from hunger, malnutrition, and thirst;
- Freedom from fear and distress;
- Freedom from heat stress and physical discomfort;
- Freedom from pain, injury, and disease; and
- Freedom to express normal patterns of behavior.

With millions of meals served annually in our properties, we recognize the need to offer a variety of food options while also being steadfast in our commitment to ensuring the ethical sourcing of food, and the health and care of the animals for food and animal-source foods in our supply chain.

We also work closely with our suppliers to source cage-free eggs. One hundred percent of the eggs used in our U.S. resorts are cage-free. More than eighty-five percent of our eggs in Macau are cage-free, with a commitment to be one hundred percent cage-free by 2026.

We also support organizations which care for animals. For example, we provided various donations and other support to local animal welfare organizations during the year, including Anima Macau, Cats and Dogs Guardian Angel Association (Macao) and Everyone Stray Dogs Macau Volunteer Group.

Sustainability Governance

Green Procurement Practices

In addition to F&B, our sustainable procurement also covers other day-to-day items, including cutlery, office equipment and cleaning products. To reduce our impact, we ensure that the chemical cleaning products used at Wynn are certified as biodegradable or Green Seal certified. We continue to give priority to equipment with sustainable credentials, such as LED lights, water-based paints and Forest Stewardship Council (FSC)-certified plywood.

Celebrating Sustainably

We have long placed a strong emphasis on creatively spreading sustainability messages to the wider community during festive celebrations to raise awareness of environmental conservation.

Wynn recognizes sustainable and responsible procurement as an effective way to manage environmental and social risks in our supply chain, and we look forward to continuing expanding collaboration with our upstream and downstream partners and encouraging positive changes.

100%

of new Wynn team members received training in sustainability and sustainable procurement



Procurement spend on LED lights increased by over **680%** from 2022



Sustainability Governance

ESG Risks and Opportunities

We recognize that the nature of our business and the environment in which we operate exposes us to potential risks, which occur in many ways and can impact our stakeholders, reputation, finances, operations and the sustainability of our Company. Such business risks cover all aspects of our operations, including ESG issues.

Our Board has the ultimate responsibility for evaluating company-wide risks and determining their nature. As part of this integrated company-wide risk management process, the sustainability committee proactively evaluates sustainability risks by meeting regularly.

We monitor the development of specific high-profile issues using a variety of risk management frameworks, including an enterprise risk management framework and a risk management and compliance system. We also provide on-site risk management training to our department heads and middle management employees during the year to foster a culture of risk management awareness, supporting the sustainable growth of our entire organization.

We acknowledge a range of potential risks and opportunities that either exist within our operations or are externalities that may occasionally impact our operations, and we do our best to anticipate their impact and address them as best we can. Inherent to the risk-reward equation, risks are often accompanied by associated opportunities. Wynn's sustainability committee's focus is to mitigate relevant risks and take advantage of potential opportunities.



Recruiting, developing and retaining a talented workforce is a persistent risk that is specific to Macau and is consistently ranked at the top of our risks and opportunities lists. To alleviate this risk, Wynn has fostered a culture of empowerment for our dynamic workforce that focuses on nurturing and maintaining our stellar team members. These efforts enable our continued commitment to deliver Forbes Five-Star service at our Macau resorts. Please see the [Our People](#) section for more details.

We see an opportunity in following industry trends and the increased interest of our stakeholders by hosting more sustainable events, as well as reducing the amount of plastic and non-recyclable materials in our branded gifts. In the coming years, we will explore further opportunities to host zero-waste events and ensure that what we provide to our guests – from in-room slippers to the transportation we offer – all come from sustainable resources.

In addition to our regular risk management processes, Wynn prides ourselves on our crisis management procedures. Executive management has protocols and processes in place should any potential adverse event affect our operations, with the priority being to assure the safety of our guests and team members. Internal communication channels are also in place to notify team members of the latest developments and precautionary measures.

Sustainability Governance

Managing Climate Risks and Opportunities

Wynn fully understands and recognizes the risks of climate change to our business. At Wynn, we ensure proper oversight by the Board in assessing and managing climate-related risks and opportunities within our governance structure, which includes consideration of climate-related strategic decisions and day-to-day operational management of our business.

Our Board, assisted by the audit and risk committee and executive management, is responsible for overseeing the climate governance of Wynn, including approving ESG and sustainability strategies. The Board and the audit and risk committee meet regularly to evaluate priorities and manage material climate-related risks to Wynn's businesses, as well as to review the overall effectiveness of our risk management processes to ensure timely communication on climate-related issues at the Board level.

The management of Wynn helps facilitate the day-to-day management of the Company. The management is sufficiently informed and involved in issues related to climate change to ensure material climate-related risks and opportunities are fully integrated into our strategic decisions and operations.

The sustainability committee, consisting of representatives from different departments and disciplines, advises and assists the executive management to develop policies, implement processes and monitor strategies that promote climate resilience of Wynn against climate change.

We understand Macau is no stranger to extreme weather conditions and this is brought into sharp focus each year, especially during the typhoon season in summer months. As climate science forecasts the intensification of extreme weather conditions and emerging regulations are expected to accelerate the transition to a low-carbon economy, Wynn is committed to building our climate resilience through implementing effective measures and adopting green practices to adapt and mitigate the impacts of climate change. For instance, in response to encouragement from the Macau government, we set up a typhoon preparedness volunteer crew to follow up with local communities following destructive typhoon events, such as typhoon Hato in 2017 and Mangkhut in 2018. In addition, Wynn has also taken effective GHG emission reduction measures over the years to do our part in reducing our carbon footprint. Details of the identified climate risks and opportunities and our approach towards climate change management can be found in the [Our Planet](#) section.

Governance Policies

We have made an unwavering corporate commitment to ensure compliance in all aspects of our operations, earning the trust of our guests, colleagues, regulators and the investment community. This commitment encompasses adherence to all applicable laws and regulations, coupled with upholding the highest standards of integrity and ethical business practices.

Our Code of Business Conduct and Ethics

At Wynn, we place great emphasis on upholding our rigorous standards of business ethics and corporate governance. We are dedicated to fostering a workplace that values honesty, integrity and excellence. All team members, officers, directors, agents and representatives of Wynn are required to comply with our Code of Business Conduct and Ethics (Code), which provides team members with guidance and contacts for seeking clarification and reporting any behaviors that may violate our principles. The Code encompasses various topics including but not limited to diversity and inclusion, conflicts of interest, political activities and information security, which forms the foundation of our commitments to sustainability. The audit and risk committee of our Board holds the responsibility of periodically reviewing and making recommendations concerning the Code, as well as overseeing compliance and risk assessment, thereby playing a crucial role in our sustainability journey.

Communicating Concerns

To promote transparency and accountability, our Code applies to all team members, officers, directors and agents of Wynn and its affiliates, regardless of position. In the event that a team member suspects a violation of applicable laws, rules, regulations, the Code or the Company's related policies, they are strongly encouraged to immediately report that information to the Compliance Officer, the Employee Relations department, the Senior Vice President of Human Resources, the General Counsel, their particular divisional Vice President, one of our whistleblowing hotlines, or via "The Wire", our internal platform. Our InTouch hotline is accessible to address reports concerning various forms of unethical or illegal conduct, including but not limited to: violations of accounting, auditing or securities laws; any form of harassment or discrimination; and any misconduct exhibited by team members or guests.

We prioritize the protection of personal information, where team members can submit a report confidentially and anonymously without the concern of retaliation or adverse employment action due to a report of suspected misconduct or for assisting in any investigation of suspected misconduct. Details of our whistleblowing channels are available on our intranet and posted within key employee areas of our properties as well as on [our website](#).

As part of the Code, policies are in place to ensure effective and maintain positive labor relations practices, including the harassment prevention policy and human trafficking prevention statement.

Governance Policies

Harassment Prevention Policy

At Wynn, we uphold the belief that all team members are entitled to work in a safe environment where they are treated with dignity and respect. We have zero-tolerance towards offensive, demeaning, insulting, or any other form of derogatory behavior. Our commitment extends to maintaining a workplace that is free from sexual harassment, harassment based on legally protected characteristics or any other basis safeguarded by local laws, ordinances or regulations. Such behavior is prohibited in any form, whether it occurs between coworkers, involves a supervisor or happens with persons doing business with or for the Company, including guests and vendors. We take disciplinary measures, including potential termination of employment for any inappropriate conduct. We firmly believe that we all have a role in creating a positive, safe and respectful work environment. All team members are expected to adhere to and help enforce the Company's policies on harassment and discrimination. If any team member believes these policies have been violated, they are encouraged to report the incident to the Employee Relations department, the Compliance Officer, the Legal department, the Senior Vice President of Human Resources or one of our hotlines.

Human Trafficking Prevention Statement

We are fully aware of the devastating consequences of human trafficking on a global scale, and we condemn all forms of human trafficking. Wynn implements effective systems and controls to prevent any occurrence of human trafficking at our resorts.

To uphold our own operations and demonstrate our [WML Sustainability Principles](#), our Human Resources and Corporate Investigation teams work closely to ensure strict compliance with labor laws and regulations through established processes and control checkpoints. Given our internal processes and the labor laws of Macau, as well as the preapproval requirement by the government for any new hire, the potential of forced or child labor in our resorts is remote. Regardless, we strictly prohibit any child or forced labor and comply with all applicable local laws and regulations such as the "Labour Relations Law" of Macau.

Training Our Team

We conduct anti-money laundering training for our teams to equip team members with the skills to identify suspicious financial activities and conduct internal audits regularly to prevent them. All Wynn team members are obligated to participate in selected training, and for certain job positions, additional training is mandatory. All team members receive compliance training including anti-money laundering and team members who involved with our casinos are required to complete responsible gaming programs. To prevent and detect suspicious financial activity, we test all employees before commencing employment and annually thereafter.

The mandatory annual training covers a range of topics including:

- Anti-harassment;
- Anti-discrimination;
- Anti-corruption;
 - The Foreign Corrupt Practices Act;
 - Anti-corruption in Macau, Hong Kong, and mainland China; and
 - Wynn's Anti-Corruption Policy.

Throughout the reporting period of 2023, no instances of bribery or corruption were reported, and there were no legal actions taken against the Company or its team members regarding corrupt practices. Additionally, we did not incur any financial losses resulting from legal proceedings associated with money laundering in 2023. These positive outcomes are attributed to our continuous efforts in educating our team members on responsible gaming, anti-money laundering, and fostering a culture of ethics, compliance and safety.

Governance Policies

Anti-Corruption and Anti-Money Laundering

At Wynn, we maintain zero tolerance for money laundering. We have implemented comprehensive policies regarding anti-money laundering and the financing of terrorism. These topics cover various areas, including compliance with laws, rules and regulations, conflict of interest, employment of immediate family members and relatives as well as anti-corruption and anti-bribery, which provide a clear set of guiding principles that all team members must adopt and apply to their daily work. In line with our company-wide commitment to compliance, our long-established anti-money laundering committee functions independently and ensures all operational divisions within Wynn adhere to these policies and comply with Macau law.



Anti-Corruption: Commission Against Corruption of Macau Visit

This summer, we participated in the "Integrity Study Camp", an experiential educational activity organized by the Commission Against Corruption of Macau (CCAC). This activity aimed to provide an environment for team members to learn about integrity, as well as enhance their awareness of the work that CCAC does regarding anti-corruption. Through introduction to the daily work of the CCAC, a guided tour of the interactive facilities and various virtual reality interactive experience games, our colleagues gained a deeper understanding of the importance of integrity and the harmful impacts that corruption and other violations could bring to society. We believe this event served as a valuable opportunity for reinforcing our ethical corporate culture.

Governance Policies

Responsible Gaming

As one of the key stakeholders in the responsible gaming framework, Wynn is committed to supporting responsible gaming initiatives and has pledged to make responsible gaming integral to our daily operations. With the ultimate goal of facilitating a sustainable and healthy development of Macau's gaming industry, we continuously work with different stakeholders to increase the awareness and understanding of responsible gaming for team members, citizens and tourists. To support the Macau government's responsible gaming campaign "Seeking Help for Winning the Future", we have continued to partner with different NGOs to organize roadshows, quizzes, workshops and seminars to facilitate the healthy development of our industry.

To spread positive messages of responsible gaming to Macau's youth, Wynn partnered with the Funny Old Tree Theatre Ensemble to stage a drama show at universities, primary and secondary schools, and throughout the local community. The show delivered various concepts related to responsible gaming, including smart money management, responsible play, and seeking help proactively. Wynn believes that correct values must be fostered starting from childhood, and we are committed to promote correct values of responsible gaming throughout the local community in Macau, safeguarding even our youngest citizens from the dangers of problem gaming.

The Macau government's Working Group on Responsible Gambling set up a "Responsible Gambling Indicators" program to effectively promote and raise public awareness of responsible gaming in Macau. Following Wynn Palace's recognition as a "Responsible Gambling Model Unit" in 2022, we are delighted that Wynn Macau was also successfully awarded this in 2023. This achievement showcased Wynn's continuous effort in supporting responsible gaming in Macau for the healthy and orderly development of the gaming industry, as well as our efforts to protect the rights of gaming participants so as to minimize the personal and family impacts caused by problem gaming.

Internally, to ensure our team members have a solid foundation of knowledge on responsible

gaming, we regularly provide training courses covering topics on existing responsible gaming policies, the symptoms of gaming disorders and other responsible gaming topics. These courses offer up-to-date knowledge to our team members, enabling them to strengthen their resilience to problem gaming. This builds on our comprehensive introduction about responsible gaming at orientation when team members first join the Company. These programs also help team members further understand the emotional distress faced by people with gaming disorders, as well as the variety of support options available and the benefits of wise financial planning. Throughout 2023, we have had over 7,300 participants from various departments attend responsible gaming training.



Governance Policies



This year, in addition to our in-house training programs, Wynn collaborated with the Macao Gaming Industry Employees Home to host training sessions for 53 participants. These sessions involved in-depth group discussions and interactive games, educating participants about the potential challenges and adverse effects of gaming disorders on families. Moreover, Wynn also held responsible gaming ambassador workshops with 60 responsible gaming ambassadors from Wynn and two professional social workers from Sheng Kung Hui Macau Social Services Coordination Office to promote this year's responsible gaming promotion theme of "Seeking Help for Winning the Future". During the workshop, the causes of problem gaming were analyzed through interactive examples, and self-help awareness and family support were emphasized as important

keys to getting rid of gaming addiction. Different channels were also shared with our team members to provide additional resources and encourage those facing challenges to seek help and return to their normal lives. We hope that through these training courses, the participants will become effective ambassadors for responsible gaming in the future.

Every year, we also endeavor to design interactive responsible gaming promotional activities to strengthen team members' awareness of responsible gaming and resilience to problem gaming. In 2023, we hosted a range of promotional roadshows at the back-of-house areas, in collaboration with Sheng Kung Hui Gambling Counselling and Family Wellness Centre and Macao Youth Volunteers Association. These roadshows featured engaging themes such as "There's a Way

to Solve Problem Gambling" and "Beating Gambling Myths". Additionally, throughout the year we regularly conducted online quizzes and distributed leaflets to our team members, working to ensure they understand the importance and necessity of a responsible gaming policy. This year, over 28,000 participants attended our 30 responsible gaming roadshows.

Furthermore, we fully support our team members in furthering their knowledge of responsible gaming and obtaining related professional qualifications. This year, nominated team members were granted a certificate of completion in the "Macao Responsible Gambling Advisor" course at the closing ceremony of the 2023 Responsible Gambling Promotion Scheme.

Governance Policies

We work closely with the Gaming Inspection and Coordination Bureau of Macau, the Social Welfare Bureau of Macau, the Institute for the Study of Commercial Gaming of the University of Macau and other local NGOs to formulate and implement best practices to promote responsible gaming. Part of this is achieved by raising awareness around our facilities through written material regarding the nature and symptoms of problem gaming. In line with the Macau government's policies and promotional strategies, we have instilled elements into our annual responsible gaming promotional plan and circulated our "Wynn Macau and Wynn Palace Implementation Measures of Responsible Gaming" to outline the many measures we have taken to promote responsible gaming. These include:

- Displaying messages on responsible gaming, reminders of potential risks of gaming and information about self and third-party exclusions using posters, brochures, pamphlets, displays boards and video clips;
- Advertising responsibly by not actively promoting any gaming activity, and including a responsible gaming message and/or a toll-free helpline number in advertising messaging where practical;
- Broadcasting videos, including the latest video clips by the Gaming Inspection and Coordination Bureau of Macau's "Seeking Help for Winning the Future" program, in smoking lounges and guest shuttle buses;
- Installing responsible gaming kiosks to provide immediate help to those who need it;
- Making information available to all patrons explaining the probabilities of winning or losing at the various games offered by our casinos;
- Providing education to new team members on responsible gaming as well as periodic training to refresh their knowledge;
- Organizing annual promotion projects in our local community, such as launching the parent-child picture book "Dream Paradise" and developing a plan to organize interactive parent-child theatre shows in school campuses and the local community to promote responsible gaming awareness; and
- Launching a training program for team members by partnering with the Macao Gaming Industry Employees Home to nurture more talent in promoting responsible gaming in the community.



Governance Policies

Cyber Security

Information is one of our most valuable company assets, and protecting it from misuse, loss or theft is of the highest priority at Wynn. Our policy on data protection is published on [our website](#) to inform customers of user consent, the purpose of data collection, minimization efforts and access to correct or modify the information collected. We are committed to preserving the confidentiality, accuracy and integrity of all forms of information used by the Company and maintained on behalf of customers. The Company also commits to collecting customer data only when it is necessary to complete business functions, ensuring data is never sold or released to any outside party.

The Company's operations are protected by a robust set of controls and safeguards to offset possible threats that could result in compromise, reputational damage or financial loss. Wynn's Information Security Program is a world-class program founded on the principles and standards of Macau's Cyber Security Law (MCSL). This program is strengthened by regular risk assessments and a variety of recurring audits to assess the program's effectiveness. Targets and security objectives are met through structured departmental responsibilities, physical safeguards, technical safeguards and incident management capabilities. We established this program to protect the information related to our operations, team members, guests, and business partners.

Our goal is to protect information in all its forms, including electronic data, paper documents and the spoken word. Our team members support the Company's data security goals throughout all operations. The Company requires all our team members to acknowledge the IT Resources Acceptable Use and Privacy Policy annually to uphold data security policies, information management standards and personal data protection. Additionally, Wynn's Information Security specialists receive advanced training for their function and responsibilities of maintaining the Information Security Program.

Governance Policies

MCSL Awareness Training and PCI DSS Training

To further guard our guests from cybercrime, we endeavor to comply with MCSL, which aims to protect the networks of critical infrastructure operators, computer systems and data in avoiding data leakage or loss of function. To ensure network security and in the aim to prevent, detect and combat network intrusions and attacks, Wynn provided security awareness training to team members who manage, maintain and support the operation of our cyber systems according to the MCSL management standards.

In the training, the background, regulatory oversight, requirements and cyber security management of MCSL were covered to enhance the understanding of our team members towards our expectations and the regulatory requirements. To enhance the accessibility of training materials and streamline the training process, our MCSL training was integrated into our internal training platform. In 2023, the number of participants in our MCSL awareness training increased significantly by 184% compared to last year, achieving our highest number of participants to date.

To protect the confidential information of customers, Wynn complies with Payment Card Industry Data Security Standard (PCI DSS) which is a global data security standard adopted by the payment card brands for all entities that process, store or transmit cardholder data and/or sensitive authentication data. PCI DSS aims to:

- Build and maintain a secure network and systems;
- Protect cardholder data;
- Maintain a vulnerability management program;
- Implement strong access control measures;
- Regularly monitor and test networks; and
- Maintain an information security policy.

To increase team members' awareness of cyber and data security, we conduct annual compliance training for our team members to ensure they take the correct steps to protect themselves, our guests and our Company.

Public Speaking Competition on Cyber Security

Wynn is a firm supporter of the Macau government's cyber security priorities. As part of this support, this year Wynn sponsored the second Macau Public Speech Contest to raise the awareness of cyber security, data security and the compliant use of artificial intelligence that concern everyone as digital technology and the Internet have become an indispensable part of our daily lives. Participating students were given the chance to showcase their public speaking talent on this critical issue to discuss the safe and effective use of the Internet through compliance with the laws, regulations, regulatory requirements and ethical principles. Wynn believes that through providing a platform as such to young generations, it helps to nurture leadership skills and public speaking skills while also promoting the importance of cyber security and relevant measures and practices.

Over 9,700
participants attended training of
PCI DSS since 2018





2023 Performance Metrics

Employees

Workforce Demographics	2023	2022	2021
Total employees¹	11,484	11,939	12,671
By gender			
Male	5,635	5,866	6,302
Female	5,849	6,073	6,369
By age group			
Under 30 years old	1,174	1,438	1,934
- % of workforce	10.2%	12.0%	15.3%
30-50 years old	7,127	7,315	7,713
- % of workforce	62.1%	61.3%	60.9%
Over 50 years old	3,183	3,186	3,024
- % of workforce	27.7%	26.7%	23.8%
Employees by gender (male / female)	49.1% / 50.9%	49.1% / 50.9%	49.7% / 50.3%
Employees at management level²	1,166	1,146	1,155
Management employees ² (% of workforce)	10.2%	9.6%	9.1%
Turnover statistics³			
Turnover rate	13.1%	11.2%	9.2%
By gender			
Male	13.6%	12.8%	10.6%
Female	12.7%	9.6%	7.8%
By age group			
Under 30 years old	27.1%	20.4%	18.1%
30-50 years old	9.7%	11.7%	8.6%
Over 50 years old	15.6%	5.8%	4.9%
Voluntary turnover rate ⁴	12.2%	7.0%	6.9%
Involuntary turnover rate ⁵	0.9%	4.2%	2.3%
Employee Health and Safety			
Injury rate (incidents per 200,000 hours)⁶	2.7	1.4	1.8
Lost days rate (days per 200,000 hours)⁷	56.3	34.0	36.5
Absentee rate (% of total days worked)⁸	2.1%	2.1%	1.6%

¹Total employees is calculated as the average number of employees at the beginning and at the end of the year.

²Management employees include employees in a managerial role and not strictly defined by level or title.

³Turnover rate is calculated using average employees as the denominator. Turnover rates of male and female employees are calculated using average male and female employees as the denominators respectively. Turnover rates by age group are calculated using average employees under the respective age groups as denominators.

⁴Voluntary turnover rate is calculated using average employees as the denominator.

⁵Involuntary turnover rate is calculated using average employees as the denominator.

⁶Injury rate as reported to the Macau government includes incidents requiring medical care. Injury rate is based on 100 employees working 40 hours per week for 50 weeks.

⁷Lost days rate is based on 100 employees working 40 hours per week for 50 weeks. The lost day count starts on the first full day missed.

⁸Absentee rate excludes unpaid leave days. The Company provides six paid sick days per employee per year.

Employee Training

Wynn has a culture of continuous on-the-job training. Each operational department conducts pre-shift meetings. It is a way to maintain our premium service standards. While the continuous training hours are impossible to track, we have disclosed our metrics on formal training sessions.

	2023	2022	2021
% of employees trained ⁹	80.6%	77.5%	87.1%
% of employees trained - male / female ⁹	77.5% / 83.7%	74.6% / 80.4%	82.6% / 91.5%
% of employees trained - management / non-management ⁹	96.9% / 78.8%	98.3% / 75.3%	96.7% / 86.1%
Average employee training (hours) - male / female ¹⁰	10.4 / 11.9	10.2 / 12.5	9.7 / 11.0
Average employee training (hours) - management / non-management ¹⁰	14.9 / 12.0	13.3 / 13.6	16.5 / 10.7
% of employees anti-corruption policies communicated ¹¹	100%	100%	100%
Number of management employees receiving formal anti-corruption training	801	767	745

Community Engagement

	2023	2022	2021
Monetary donations and sponsorships (HK\$ millions)	74.3	145.9	142.2
Events ¹²	112	83	86
Volunteer hours ¹³	12,629	24,135	22,505
WE Volunteer team members	2,517	2,585	2,701
Event participants ¹⁴	3,796	6,488	6,590

⁹ The percentage of employees trained is calculated using the total employees that worked during the year (including turnover).

¹⁰ The average employee training hours per employee is calculated using the average employees during the year.

¹¹ The percentage excludes team members who left the Company and on long-term leave.

¹² Events included both Wynn and non-Wynn organized events in which Wynn's team members participated.

¹³ Volunteer hours included friends and families of employees who also participated in the events. Extensive COVID-19 related volunteering works, such as hosting onsite vaccination centers and supporting city-wide mass nucleic acid testing in Macau, contributed to the higher number of participants and volunteer hours in 2022 and 2021.

¹⁴ Event participants included friends and families of employees who also participated in the events. Extensive COVID-19 related volunteering works, such as hosting onsite vaccination centers and supporting city-wide mass nucleic acid testing in Macau, contributed to the higher number of participants and volunteer hours in 2022 and 2021.

Environmental Performance

Emissions	2023	2022	2021
Nitrogen oxides (NOx) emissions (kg) ^{15, 16}	825	552	52
Sulfur oxides (SOx) emissions (kg) ^{15, 16}	6	4	2
Particulate matter (PM) emissions (kg) ¹⁶	21	3	4
Greenhouse gas (GHG) emissions (t CO ₂ e) ^{16, 17, 18}	160,758	147,817	204,464
Scope 1 emissions (t CO ₂ e) ¹⁶	12,383	10,377	10,998
Scope 2 emissions (t CO ₂ e) ^{18, 19}	148,375	137,440	193,466
Carbon intensity (t CO ₂ e per m ²) ^{16, 18}	0.20	0.18	0.25

Energy	2023	2022	2021
Total energy consumption (MWh) ^{16, 18, 20}	300,080	269,533	286,690
Energy consumption intensity (MWh per m ²) ^{16, 18, 21}	0.37	0.33	0.35

Water Consumption (in m ³)	2023	2022	2021
By location			
Wynn Palace	1,418,133	1,273,121 ²²	1,145,484
Wynn Macau	1,084,099	771,585	810,771
Total	2,502,232	2,044,706	1,956,255
Water consumption intensity (m ³ per guest night)	2.7	5.3	3.5

¹⁵ The increase in NOx and SOx emissions were due to our efforts in enhancing data quality. Since 2022, we expanded the data coverage to also cover liquefied petroleum gas (LPG) use at Wynn Macau and natural gas use at Wynn Palace, whereas the previous years' data included gas and diesel use in both properties.

¹⁶ Apart from the limousine fuel consumption that has been previously disclosed, we have also included the fuel consumption (diesel and petrol) of vehicles from other departments in Wynn starting from 2023.

¹⁷ GHG emissions are calculated based on the GHG Protocol.

¹⁸ We have enhanced our scope's coverage to include the consumption of two electricity meters located at Wynn Palace starting in 2023 due to the repurposed use for property events. With the confirmation from the Macau government, the street lamps from the southeast of Wynn Macau are under our management starting from 2023. Therefore, we have also included the consumption of these electricity meters since 2023.

¹⁹ The CEM electricity emissions factor changes each year based on the mix of their energy purchase.

²⁰ Our energy consumption includes electricity, gas, diesel, natural gas and LPG all converted to an equivalent unit. Our scope excludes offsite warehouses and our previous dormitories until 2021, a small development office and the employee shuttle buses.

²¹ Energy consumption intensity is based on the resort footprint (m²) and includes gaming, convention, hotel, retail and F&B operations.

²² The increase in water consumption in 2022 is attributed to a combined result of renovation and maintenance of water systems and increasing daily water input into the swimming pool to align with the guideline from the Macau government.

Environmental Performance

Waste	2023	2022	2021
Non-hazardous waste (tonnes)	10,908	6,808	7,935
Non-hazardous waste intensity (kg per m ²)	13.38	8.35	9.74

Recycling (Diverted waste in kg)	2023	2022	2021
Cardboard	572,498	317,936	386,205
Playing cards	128,122	-	-
Food waste diversion	124,437	107,927	83,840
Batteries	64,436	32,899	19,778
Scrap metal	40,600	33,549	22,465
Cooking oil	36,281	19,309	33,530
Glass	31,896	16,140	20,568
Soap	3,148	2,417	5,281 ²³
Others ²⁴	91,345	54,963	48,596
Total	1,092,763	585,140	620,263²³

Procurement

Procurement Spend Percentage by Region	2023	2022	2021
Macau	80.6%	86.1%	85.1%
Hong Kong	7.6%	8.7%	8.9%
Others	11.8%	5.2%	6.0%
Procurement Suppliers Percentage by Region	2023	2022	2021
Macau	55.6%	60.1%	58.6%
Hong Kong	25.4%	24.7%	24.8%
Others	19.0%	15.2%	16.6%

²³ The amount was adjusted according to revised data in 2021.

²⁴ Others include but may not be limited to electronics, aluminium, light tubes, coffee capsules, paper, various plastics, uniforms and food donation.

Content Index

About this Report

This Sustainability Report (Report) covers the calendar year 2023. It is designed to help our stakeholders better understand how Wynn approaches sustainability, how we manage ESG topics, and how we measure our performance. We include references to other Wynn publications and resources where appropriate for the easy reference of our readers. Comprehensive coverage of our financial performance can be found in our [WML 2023 Annual Report](#). The Report covers Wynn Macau Limited, a holding company, and our main operating subsidiary, Wynn Resorts (Macau) S.A., which owns and operates the destination casino resorts "Wynn Palace" in the Cotai area of Macau and "Wynn Macau" on the Macau peninsula.

This Report is developed with reference to existing local and globally recognized reporting frameworks. It is prepared in accordance with the ESG Reporting Guide as set out in Appendix C2 of the Rules Governing the Listing of Securities on the HKEX and references the GRI Standards covering the core operations and activities of Wynn. It also references the SASB for industry-specific impacts in the hotel, gaming, and F&B industries. In addition, we prepared our carbon footprint disclosures following the GHG Protocol. We also support the UNSDGs and have presented the report's alignment with applicable SDGs in corresponding sections.

ESG-related [2023 Performance Metrics](#) and a [Content Index](#) are included in the Report to help readers easily locate relevant information across the Report and to demonstrate compliance with the HKEX ESG Reporting Guide.



Combined GRI & HKEX Index

This index references information related to disclosures from the GRI Standards of 2021 (unless indicated otherwise) as well as the HKEX ESG Reporting Guide. The reported information may meet in part or in full the requirements of each GRI disclosure listed. Some disclosures beyond our material ESG topics are also included as an effort to enhance our reporting practices and increase transparency for our stakeholders.

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
GRI 2: General Disclosures (2021)				
The Organization and its Reporting Practices				
2-1	--	Organizational details	<ul style="list-style-type: none"> Welcome to Wynn Content Index 	<ul style="list-style-type: none"> Name of the organization - Wynn Macau, Limited ("WML", "Wynn", "we" or the "Company") Location of headquarters - Wynn Palace, Avenida da Nave Desportiva, Cotai, Macau Location of operations - Macau SAR, People's Republic of China Ownership and legal form: <ul style="list-style-type: none"> A publicly listed company on the Hong Kong Stock Exchange Approximately 72% beneficially held by Wynn Resorts, Limited
2-2		Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> Content Index 	WML 2023 Annual Report <ul style="list-style-type: none"> Financial Statements Notes to Financial Statements 1. Corporate and Group Information
2-3		Reporting period, frequency and contact point	<ul style="list-style-type: none"> Content Index 	<p>The highlights, content, and metrics shared in this report cover the calendar year of 2023. We have provided trend data where feasible.</p> <p>Financial Information is disclosed in the WML 2023 Annual Report and published at the end of April 2024.</p> <p>Angel Vong, Vice President - Finance Email: Sustainability@wynnpalace.com</p>
2-4		Restatements of information	<ul style="list-style-type: none"> Content Index 	There have been no material restatements during the period.
Activities and workers				
2-6	KPI B5.1 KPI B5.2	Activities, value chain, and other business relationships	<ul style="list-style-type: none"> Welcome to Wynn Our People Our Communities <ul style="list-style-type: none"> Supporting Entrepreneurship and Innovation Our Governance <ul style="list-style-type: none"> Sustainability Governance 2023 Performance Metrics Content Index 	<ul style="list-style-type: none"> WML 2023 Annual Report <ul style="list-style-type: none"> Management Discussion and Analysis Report of the Directors Wynn Macau and Wynn Palace websites <p>In 2023, there were no significant changes in the WML's sector(s), the entire value chain, and other relevant business relationship compared to 2022.</p>
2-7	KPI B1.1	Employees	<ul style="list-style-type: none"> Welcome to Wynn Our People 2023 Performance Metrics Content Index 	WML 2023 Annual Report <ul style="list-style-type: none"> Directors and Senior Management
2-8		Workers who are not employees		All employees from WML are located in Macau.

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
GRI 2: General Disclosures (2021)				
Governance				
2-9	--	Governance structure and composition	<ul style="list-style-type: none"> • Our Governance • Content Index 	WML 2023 Annual Report - Corporate Governance Report
2-10	--	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> • Content Index 	WML 2023 Annual Report - Corporate Governance Report
2-11	--	Chair of the highest governance body	<ul style="list-style-type: none"> • Content Index 	WML 2023 Annual Report - Directors and Senior Management - Our Directors
2-12	MD 14 MD 13 (iii) GD A4	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> • Our Approach to Sustainability - Material ESG Topics • Our Governance - Board Oversight of ESG Issues - Board Composition and Diversity - Sustainability Governance • Content Index 	WML Sustainability Principles
2-13	MD 13(ii)	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> • Our Governance - Board Oversight of ESG Issues - Board Composition and Diversity - Sustainability Governance • Content Index 	WML 2023 Annual Report - Corporate Governance Report Our Board directly supports our sustainability initiatives by prioritizing ESG goals to drive long-term corporate value.
2-14	MD 13(i)	Highest governance body's role in sustainability reporting	<ul style="list-style-type: none"> • Our Governance - Board Oversight of ESG Issues - Sustainability Governance • Content Index 	This report has been reviewed by WML's President and Board of Directors.
2-15	--	Conflicts of interest	<ul style="list-style-type: none"> • Content Index 	WML 2023 Annual Report - Management Discussion and Analysis
2-16	--	Communication of critical concerns	<ul style="list-style-type: none"> • Content Index 	In 2023, there were no grievances confirmed in relation to critical concern.
2-17	--	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> • Our Governance - Sustainability Governance • Content Index 	WML 2023 Annual Report - Corporate Governance Report
2-18	--	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> • Content Index 	WML 2023 Annual Report - Corporate Governance Report - Board of Directors
2-19	--	Remuneration policies	<ul style="list-style-type: none"> • Content Index 	WML 2023 Annual Report - Report of the Directors - Remuneration Policy - Corporate Governance Report
Strategy, Policies and Practices				
2-22	--	Statement on sustainable development strategy	<ul style="list-style-type: none"> • Welcome to Wynn - A Message from Linda Chen • Our Approach to Sustainability 	--
2-23	--	Policy commitments	<ul style="list-style-type: none"> • Our Approach to Sustainability - Living Our Principles • Our People - Workforce Message - Cherishing Employee Health, Well-being and Benefits - Keeping Our Team and Guests Safe • Our Communities - Supporting Entrepreneurship and Innovation • Our Governance - Board Composition and Diversity - Governance Policies • Content Index 	WML 2023 Annual Report - Corporate Governance Report WML Sustainability Principles

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
GRI 2: General Disclosures (2021)				
Strategy, Policies and Practices				
2-26	KPI B7.2	Mechanisms for seeking advice and raising concerns (Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored)	<ul style="list-style-type: none"> • Our Governance - Governance Policies • Content Index 	WML Sustainability Principles
2-27	GD A1	Compliance with laws and regulations (Policies and compliance with relevant laws and regulations that have a significant impact on the issuer on the following aspects): <ul style="list-style-type: none"> • Emission 	<ul style="list-style-type: none"> • Our Planet - Environmental Stewardship • Content Index 	We have internal emissions monitoring and auditing systems that span across the organization. Results are reported monthly and audited annually. The Sustainability team meets monthly with representatives throughout the Company to communicate progress. To our knowledge, Wynn is not subject to any specific country, regional, or industry-level emissions regulations and policies. In 2023, there were no confirmed incidents of non-compliance or grievances confirmed in relation to environmental protection laws or regulations that have a significant impact on us. Nearly all of Macau's water comes from the West River's Modaomen Channel in Zhuhai City, mainland China. All wastewater is discharged to local municipal treatment systems in compliance with applicable legal requirements.
	GD B1	<ul style="list-style-type: none"> • Employment 	<ul style="list-style-type: none"> • Our People - Cherishing Employee Health, Well-being and Benefits • Our Governance - Governance Policies • Content Index 	WML Sustainability Principles Wynn has a policy and annual training covering non-discrimination. Human Resources has the overall responsibility for maintaining effective enforcement of non-discrimination and harassment policies.
	GD B2	<ul style="list-style-type: none"> • Health and Safety 	<ul style="list-style-type: none"> • Our People - Cherishing Employee Health, Well-being and Benefits - Keeping Our Team and Guests Safe • Content Index 	WML Sustainability Principles In 2023, there were no major incidents of non-compliance or grievances in relation to health and safety laws and regulations. There were no incidents of occupational disease in 2023.
	GD B4	<ul style="list-style-type: none"> • Labour Standards 	<ul style="list-style-type: none"> • Our Governance - Governance Policies • Content Index 	Our WML Sustainability Principles , Code of Business Conduct and Ethics, and adherence to local labor laws guide our approach to managing these topics. There were no incidents of child or forced labor in 2023.
	GD B6	<ul style="list-style-type: none"> • Product Responsibility 	<ul style="list-style-type: none"> • Our People - Keeping Our Team and Guests Safe • Our Governance - Governance Policies • Content Index 	In 2023, there were no reported incidents of non-compliance concerning or grievances confirmed concerning: <ul style="list-style-type: none"> - the health and safety impacts of products and services - product and service information and labeling In 2023, no products were subject to recalls for health or safety reasons. In 2023, there was one substantiated complaint received regarding the other use of customer data from the Personal Data Protection Bureau of Macau and follow-up action was immediately arranged to resolve the issue. Following the investigation, the incident was resolved and the investigation result was filed and recorded internally. To prevent similar incidents in the future, Wynn has provided re-training to the relevant department team members and has issued risk management instructions so that similar activities in the future will be further reviewed by the management team in charge of such activities.
	GD B7	<ul style="list-style-type: none"> • Anti-corruption 	<ul style="list-style-type: none"> • Our Governance - Governance Policies • Content Index 	WML 2023 Annual Report <ul style="list-style-type: none"> - Report of the Directors - Business Review - Compliance with Laws and Regulations - Corporate Governance Report - Risk Management and Internal Controls

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
GRI 2: General Disclosures (2021)				
Strategy, Policies and Practices				
2-28	--	Membership associations	<ul style="list-style-type: none"> • Content Index 	<ul style="list-style-type: none"> • US Green Building Council • Pacific Asia Travel Association • Hong Kong Sustainable Seafood Coalition • Macau Hotel Association • Macau Responsible Gaming Association
--	GD A4	Climate Change: General Disclosure	<ul style="list-style-type: none"> • Our Planet <ul style="list-style-type: none"> - Navigating Through Climate Change • Our Governance <ul style="list-style-type: none"> - Board Oversight of ESG Issues - Sustainability Governance 	--
Stakeholder Engagement				
2-29	--	Approach to stakeholder engagement	<ul style="list-style-type: none"> • Our Approach to Sustainability - Material ESG Topics 	--
2-30	--	Collective bargaining agreements	<ul style="list-style-type: none"> • Content Index 	Our employees are not members of a labor union and we are not party to any collective bargaining or similar agreements with our employees.
GRI 3: Material Topics (2021)				
3-1	MD 15	Process to determine material topics	<ul style="list-style-type: none"> • Our Approach to Sustainability - Material ESG Topics 	--
3-2	MD 14 MD 15	List of material topics		--
MATERIAL TOPICS - GRI 200 SERIES (ECONOMIC TOPICS)				
GRI 201: Economic Performance (2016)				
3-3	GD B8	Management of material topics (Policies on community engagement)	<ul style="list-style-type: none"> • Welcome to Wynn - A Message from Linda Chen • Our Communities • Content Index 	To ensure the effectiveness of our community outreach programs, we engage with local NGOs to gauge their needs on a regular basis.
201-1	KPI B8.2	Direct economic value generated and distributed (Resources contributed to the focus area on community investment)	<ul style="list-style-type: none"> • Welcome to Wynn - A Message from Linda Chen - 2023 Highlights • Our Communities • 2023 Performance Metrics • Content Index 	WML 2023 Annual Report - Financial Statements
201-2	KPI A4.1	Financial implications and other risks and opportunities due to climate change (Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them)	<ul style="list-style-type: none"> • Our Planet <ul style="list-style-type: none"> - Navigating Through Climate Change • Our Governance <ul style="list-style-type: none"> - Board Oversight of ESG Issues - Sustainability Governance • Content Index 	WML 2023 Annual Report - Management Discussion and Analysis - Material Risk Factors
201-3	--	Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> • Our People <ul style="list-style-type: none"> - Cherishing Employee Health, Well-being and Benefits • Content Index 	WML 2023 Annual Report - Report of the Directors - Remuneration Policy
GRI 203: Indirect Economic Impacts (2016)				
3-3	GD B8	Management of material topics (Policies on community engagement)	<ul style="list-style-type: none"> • Welcome to Wynn - Wynn Care • Our Communities 	--
203-2	KPI B8.1	Significant indirect economic impacts (Focus areas of contribution on community investment)	<ul style="list-style-type: none"> • Welcome to Wynn - Wynn Care • Our Communities 	--

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
MATERIAL TOPICS - GRI 200 SERIES (ECONOMIC TOPICS)				
GRI 204: Procurement Practices (2016)				
3-3	GD B5 KPI B5.3	Management of material topics (Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored)	<ul style="list-style-type: none"> • Our Communities <ul style="list-style-type: none"> - Supporting Entrepreneurship and Innovation • Our Governance <ul style="list-style-type: none"> - Sustainability Governance 	--
--	KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored		
204-1	GD B5	Proportion of spending on local suppliers	<ul style="list-style-type: none"> • Welcome to Wynn <ul style="list-style-type: none"> - 2023 Highlights • Our Communities <ul style="list-style-type: none"> - Community Highlights - Supporting Entrepreneurship and Innovation • 2023 Performance Metrics • Content Index 	WML 2023 Annual Report <ul style="list-style-type: none"> - Report of the Directors - Major Clients and Suppliers
GRI 205: Anti-corruption (2016)				
3-3	GD B7	Management of material topics	<ul style="list-style-type: none"> • Our Governance <ul style="list-style-type: none"> - Governance Policies • Content Index 	WML Sustainability Principles
205-2	KPI B7.3	Communication and training about anti-corruption policies and procedures (Description of anti-corruption training provided to directors and staff)	<ul style="list-style-type: none"> • Our People <ul style="list-style-type: none"> - Education and Development • Our Governance <ul style="list-style-type: none"> - Governance Policies • 2023 Performance Metrics • Content Index 	<p>We are committed to operating in accordance with the highest ethical standards. Our commitment to conducting business ethically starts with our Board, who oversee and promote compliance with our Code of Business Conduct and Ethics and our Anti-Corruption Policy.</p> <p>Our Anti-Corruption Policy, which applies to Wynn and all our affiliates ensures our business practices fully comply with applicable anti-corruption laws. All our employees must immediately report actual or potential violations of our policy or Anti-Corruption Laws, whether by Wynn employees or third parties, to our Compliance Officer or General Counsel. The Compliance Officer and General Counsel are responsible for the Company's compliance with the Anti-Corruption Policy.</p> <p>All employees and senior management receive anti-corruption communication updates and training. As part of our commitment to ethics, we require all senior leadership, Board members, and executives to receive annual training on our anti-corruption policies.</p> <p>Additionally, all employees are required to acknowledge understanding of the Company's Code of Business Conduct and Ethics annually.</p>
205-3	GD B7 KPI B7.1	Confirmed incidents of corruption and actions taken (Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases)	<ul style="list-style-type: none"> • Our Governance <ul style="list-style-type: none"> - Governance Policies • Content Index 	<p>There were no incidents of corruption nor any identified legal cases regarding corrupt practices in 2023. We have not identified any non-compliance with laws and/or regulations.</p> <p>WML 2023 Annual Report</p> <ul style="list-style-type: none"> - Financial Statements - Notes to Financial Statements - 27. Commitments and Contingencies
--	KPI B7.2	Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored	<ul style="list-style-type: none"> • Our Governance <ul style="list-style-type: none"> - Governance Policies 	--
GRI 206: Anti-competitive Behavior (2016)				
206-1	--	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<ul style="list-style-type: none"> • Content Index 	<p>WML 2023 Annual Report</p> <ul style="list-style-type: none"> - Financial Statements - Notes to Financial Statements - 27. Commitments and Contingencies

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
MATERIAL TOPICS - GRI 300 SERIES (ENVIRONMENTAL TOPICS)				
GRI 301: Materials (2016)				
3-3	GD A2 GD A3	Management of material topics	<ul style="list-style-type: none"> • Our Planet <ul style="list-style-type: none"> - Environmental Stewardship • Our Governance <ul style="list-style-type: none"> - Sustainability Governance • Content Index 	Our local and global environmental policies, in conjunction with Goldleaf - our environmental sustainability program and our four main environmental management objectives, provide guidance for the efficient use of our natural resources.
301-1	KPI A2.5	Materials used by weight or volume (Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced)	<ul style="list-style-type: none"> • Content Index 	Wynn is primarily engaged in the provision of hospitality and gaming services. Packaging materials are not considered a material ESG topic, and are not disclosed for 2023. Packaging related to procurement of goods is handled as part of our plastic reduction plan and waste management system.
GRI 302: Energy (2016)				
3-3	GD A2 GD A3	Management of material topics	<ul style="list-style-type: none"> • Our Planet <ul style="list-style-type: none"> - Sustainability Message - Environmental Stewardship • Our Governance <ul style="list-style-type: none"> - Board Oversight of ESG Issues - Sustainability Governance • Content Index 	Our local and global environmental policies, in conjunction with Goldleaf - our environmental sustainability program and our four main environmental management objectives, provide guidance for the efficient use of our natural resources.
302-1	KPI A2.1	Energy consumption within the organization	<ul style="list-style-type: none"> • Our Planet <ul style="list-style-type: none"> - Environmental Highlights - Environmental Stewardship • 2023 Performance Metrics 	--
302-3	KPI A2.1	Energy intensity	<ul style="list-style-type: none"> • 2023 Performance Metrics • Content Index 	Energy usage intensity is comprehensive of resort operations including gaming, convention, hotel, retail, and F&B operations. The intensities are calculated based on resort footprint in square meters which remains mostly constant. Thus, not all variables (such as visitation, F&B covers, total employees) that may increase or decrease energy usage are considered in the equation.
302-4	KPI A2.3	Reduction of energy consumption (Description of energy use efficiency target(s) set and steps taken to achieve them)	<ul style="list-style-type: none"> • Our Planet <ul style="list-style-type: none"> - Environmental Highlights - Environmental Stewardship • Our Governance <ul style="list-style-type: none"> - Board Oversight of ESG Issues - Sustainability Governance • Content Index 	<p>To ensure we meet our carbon reduction targets – to be Net-Zero by 2050 and Carbon Peak by 2030 – we use the EarthCheck system to continuously measure and monitor our environmental performance. This system continuously measures, monitors, and manages key environmental indicators and helps us identify ways to reduce the amount of energy used throughout our operations.</p> <p>To reduce energy consumption, we have replaced existing fluorescent lights with LED lighting fixtures for achieving energy savings without compromising the lighting levels throughout our properties. In addition, Wynn began retrofitting cooling tower fans and replacing defective glass curtain wall to reduce inefficiencies caused by older equipment. Wynn has also implemented a low temperature washing program since 2018 to improve the operational efficiency of laundry processes, thereby optimizing associated energy and water use.</p> <p>In 2023, we achieved energy reduction through optimization of several systems such as the chilled water production systems and air-conditioning systems.</p>

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
MATERIAL TOPICS - GRI 300 SERIES (ENVIRONMENTAL TOPICS)				
GRI 303: Water and effluents (2018)				
3-3	GD A2 GD A3	Management of material topics	<ul style="list-style-type: none"> Our Planet Environmental Stewardship Content Index 	Wynn is taking steps to monitor and reduce our water usage. Our programs include investing in smart technologies, monitoring water use on a functional basis, aligning best practices among our resorts, and investing in equipment to reduce our water use intensity. At all our resorts, we take steps to utilize technology that uses water more efficiently. Evaporation and runoff are also minimized through our drip irrigation systems.
303-1 (a and c)	KPI A2.4 KPI A3.1	Interactions with water as a shared resource (Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them)	<ul style="list-style-type: none"> Our Planet Environmental Stewardship Content Index 	<p>We continuously monitor our water use and rapidly identify any potential spikes and rectify them immediately. We target to keep our consumption below the level in 2019 (pre-pandemic level). Our water consumption in 2023 has slightly increased compared to the 2019 pre-pandemic level due to post-pandemic reopening of borders.</p> <p>Once the business is stable, we plan to set long-term targets based on a new baseline. This may include reducing and offsetting our water consumption through various strategies, such as potentially investing in smart technologies and equipment for water efficiency as well as potential water capture and regeneration programs in our local watershed region.</p> <p>At this time, all water consumption by Wynn is withdrawn from municipal water supplies provided by the Macau water supply authorities. To our knowledge, there is no issue in sourcing water that is fit for purpose in Macau.</p> <p>We assess water risk using the World Resources Institute Water Stress Map. Water Risk Assessment 2023: Macau: Low - Medium (10-20%)</p> <p>Source: World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas</p>
303-3	KPI A2.4	Water withdrawal (Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them)		
303-4	GD A1	Water discharge	<ul style="list-style-type: none"> Content Index 	<p>Nearly all of Macau's water comes from the West River's Modaomen Channel in Zhuhai City, mainland China.</p> <p>All wastewater is discharged to local municipal treatment systems in compliance with applicable legal requirements.</p>
303-5	KPI A2.2	Water consumption in total and intensity (e.g., per unit of production volume, per facility)	<ul style="list-style-type: none"> Our Planet Environmental Highlights 2023 Performance Metrics Content Index 	Water usage is comprehensive of resort operations, including water use from F&B operations and restrooms for mass visitation day guests. Water intensity is based on number of guest nights (hotel rooms occupied). Thus, not all variables (such as visitation, F&B covers, total employee) that may increase or decrease water usage are considered in the equation.

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
MATERIAL TOPICS - GRI 300 SERIES (ENVIRONMENTAL TOPICS)				
GRI 305: Emissions (2016)				
3-3	GD A1 GD A3	Management of material topics	<ul style="list-style-type: none"> Welcome to Wynn - Wynn Sustainability Goals • Our Planet - Sustainability Message - Environmental Stewardship - Navigating Through Climate Change • Our Governance - Board Oversight of ESG Issues - Sustainability Governance • Content Index 	<p>We have internal emissions monitoring and auditing systems that span across the organization. Results are reported monthly and audited annually. The Sustainability team meets monthly with representatives throughout the Company to communicate progress.</p> <p>To our knowledge, Wynn is not subject to any specific country, regional, or industry-level emissions regulations and policies.</p> <p>In 2023, there were no confirmed incidents of non-compliance or grievances confirmed in relation to environmental protection laws or regulations that have a significant impact on us.</p>
305-1	KPI A1.1 KPI A1.2 KPI A1.5	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> Welcome to Wynn - 2023 Highlights • Our Planet - Sustainability Message - Environmental Highlights - Environmental Stewardship - Navigating Through Climate Change • Our Governance - Board Oversight of ESG Issues - Sustainability Governance • 2023 Performance Metrics 	--
305-2		Energy indirect (Scope 2) GHG emissions		
305-4		GHG emissions intensity		
305-5		Reduction of GHG emissions (Description of emission target(s) set and steps taken to achieve them)		
305-7		Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		
GRI 306: Waste (2020)				
3-3	GD A1 GD A3	Management of material topics	<ul style="list-style-type: none"> Welcome to Wynn - A Message from Linda Chen • Our Planet - Sustainability Message - Environmental Stewardship • Our Governance - Our Governance Message - Sustainability Governance 	--
306-2 (a)	KPI A3.1	Management of significant waste-related impacts (Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them)	<ul style="list-style-type: none"> • Our Planet - Environmental Stewardship 	--
306-3 (a)	KPI A1.3	Waste generated (Total hazardous and non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility))	<ul style="list-style-type: none"> Welcome to Wynn - 2023 Highlights • Our Planet - Environmental Highlights - Environmental Stewardship • 2023 Performance Metrics • Content Index 	Hazardous waste is not considered a material issue to Wynn as the nature of our business rarely generates such waste. Any hazardous waste we generate is disposed of according to local regulations.
	KPI A1.4			--
306-5	KPI A1.6	Waste directed to disposal (Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them)	<ul style="list-style-type: none"> Welcome to Wynn - 2023 Highlights • Our Planet - Environmental Stewardship • Content Index 	<p>In addition to the EarthCheck system that monitors key environmental indicators such as waste production, we use the Winnow Vision System to track and measure food waste, which makes a large portion of our total waste. We have various internal targets to reduce food waste, increase recycling, and reduce total waste.</p> <p>To reduce plastic waste, we have implemented the onsite large-scale automated water filling system Nordaq 2000 since 2019 and extended the offering of locally produced water in reusable glass bottles to our hotel rooms. Additionally, Wynn partnered with a local SME this year to recycle shredded playing cards to help minimize paper waste. We also introduced a new strategy for battery replacement for Wynn Palace's automated fire alarm systems to minimize the number of discarded batteries from premature replacement, thereby minimizing solid waste.</p> <p>We plan to set long-term targets to reduce food waste and ultimately aim to host zero-waste events and operate zero-waste resorts.</p> <p>Otherwise, all hazardous and non-hazardous wastes are handled by local contractors who are authorized and licensed to handle waste disposal and recycling according to local regulations.</p>

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
MATERIAL TOPICS - GRI 400 SERIES (SOCIAL TOPICS)				
GRI 401: Employment (2016)				
3-3	GD B1	Management of material topics	• Our People	--
401-1 (b)	KPI B1.2	Employee turnover rate by gender, age group and geographical region	• 2023 Performance Metrics • Content Index	All employees from WML are located in Macau.
401-2	--	Benefits provided to full-time employees that are not provided to temporary or part-time employees	• Our People - Cherishing Employee Health, Well-being and Benefits	--
401-3	--	Parental leave		
GRI 403: Occupational Health & Safety (2018)				
3-3 403-1	GD B2 KPI B2.3	Management of material topics (Occupational health and safety management system. Description of occupational health and safety measures adopted, and how they are implemented and monitored)	• Our People - Cherishing Employee Health, Well-being and Benefits - Keeping Our Team and Guests Safe • Content Index	In 2023, there were no major incidents of non-compliance or grievances in relation to health and safety laws and regulations. There were no incidents of occupational disease in 2023.
403-5	--	Worker training on occupational health and safety	• Our People - Keeping Our Team and Guests Safe	--
403-9 403-10	KPI B2.1 KPI B2.2	Work-related injuries and work-related ill health (Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. Lost days due to work injury)	• 2023 Performance Metrics • Content Index	During 2021 to 2023, there was one workplace fatality recorded in 2022. Investigation of the incident was conducted in a timely manner and the respective appropriate follow-up actions were taken. There was no workplace fatality recorded in 2023. In 2023, our number of lost days due to work injury was 7,079 days.
GRI 404: Training and Education (2016)				
3-3 404-2	GD B3	Management of material topics (Programs for upgrading employee skills and transition assistance. Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities)	• Our People - Education and Development • Content Index	We have internal policies on training, development, and advancement which all guide our approach to employee training and education.
--	KPI B3.1	The percentage of employees trained by gender and employee category	• Our People - Workforce Highlights - Education and Development • Our Governance	
404-1	KPI B3.2	The average training hours completed per employee by gender and employee category	- Sustainability Governance - Governance Policies • 2023 Performance Metrics • Content Index	
GRI 405: Diversity and Equal Opportunity (2016)				
3-3	GD B1	Management of material topics	• Our People - Cherishing Employee Health, Well-being and Benefits	--
405-1 (b)	KPI B1.1	Diversity of governance bodies and employees (Total workforce by gender, employment type, age group and geographical region)	• Our People • Our Governance - Board Composition and Diversity • 2023 Performance Metrics • Content Index	WML 2023 Annual Report - Corporate Governance Report - Board Diversity Policy All employees from WML are located in Macau.

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
MATERIAL TOPICS - GRI 400 SERIES (SOCIAL TOPICS)				
GRI 406: Non-Discrimination (2016)				
3-3	GD B1	Management of material topics	<ul style="list-style-type: none"> Our People <ul style="list-style-type: none"> Workforce Message Education and Development Cherishing Employee Health, Well-being and Benefits Our Governance <ul style="list-style-type: none"> Governance Policies Content Index 	WML Sustainability Principles Wynn has a policy and annual training covering non-discrimination. Human Resources has the overall responsibility for maintaining effective enforcement of non-discrimination and harassment policies.
406-1	--	Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> Content Index 	No incidents of discrimination were reported in 2023.
GRI 408: Child Labor and GRI 409: Forced or Compulsory Labor (2016)				
3-3	GD B4	Management of material topics		Our WML Sustainability Principles , Code of Business Conduct and Ethics, and adherence to local labor laws guide our approach to managing these topics. There were no incidents of child or forced labor in 2023.
408-1 (c) 409-1 (b)	KPI B4.1 KPI B4.2	Operations and suppliers at significant risk for incidents of child labor and forced or compulsory labor (Description of measures to review employment practices to avoid child and forced labor. Description of steps taken to eliminate such practices when discovered.)	<ul style="list-style-type: none"> Our Governance <ul style="list-style-type: none"> Governance Policies Content Index 	WML Sustainability Principles Our onboarding policies, practices, and procedures prevent child or forced labor in our operations. The age and identity of our employees are verified and employment contracts are entered into with each of our employees.
GRI 416: Customer Health and Safety and GRI 418: Customer Privacy (2016)				
3-3 416-2	GD B6 KPI B6.5	Management of material topics (Incidents of non-compliance concerning the health and safety impacts of products and services. Description of consumer data protection and privacy policies, and how they are implemented and monitored)	<ul style="list-style-type: none"> Our People <ul style="list-style-type: none"> Keeping Our Team and Guests Safe Our Governance <ul style="list-style-type: none"> Content Index 	In 2023, there were no reported incidents of non-compliance concerning or grievances confirmed concerning: <ul style="list-style-type: none"> the health and safety impacts of products and services product and service information and labeling No products were subject to recalls for health or safety reasons. In 2023, there was one substantiated complaint received regarding the other use of customer data from the Personal Data Protection Bureau of Macau and follow-up action was immediately arranged to resolve the issue. Following the investigation, the incident was resolved and the investigation result was filed and recorded internally. To prevent similar incidents in the future, Wynn has provided re-training to the relevant department team members and has issued risk management instructions so that similar activities in the future will be further reviewed by the management team in charge of such activities.
--	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	<ul style="list-style-type: none"> Content Index 	Not material because we are primarily engaged in the provision of hospitality and gaming services. No products were subject to recall for health and safety reasons in 2023.
418-1	KPI B6.2	Substantiated complaints concerning breaches of customer privacy and losses of customer data (Number of products and service-related complaints received and how they are dealt with)	<ul style="list-style-type: none"> Content Index 	In 2023, there was one substantiated complaint received regarding the other use of customer data from the Personal Data Protection Bureau of Macau and follow-up action was immediately arranged to resolve the issue. Following the investigation, the incident was resolved and the investigation result was filed and recorded internally. To prevent similar incidents in the future, Wynn has provided re-training to the relevant department team members and has issued risk management instructions so that similar activities in the future will be further reviewed by the management team in charge of such activities. We take any product or service-related complaints seriously. We have procedures to record and investigate the facts surrounding a complaint and will make changes to our offerings or provide solutions as appropriate.
--	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	<ul style="list-style-type: none"> Content Index 	Our Legal department monitors our commitment and compliance to intellectual property rights protection.
--	KPI B6.4	Description of quality assurance process and recall procedures		Our quality assurance process is a considered approach mandated across our service platforms.

SASB Index

Our disclosure relates to the three SASB industry standards within our sector that we consider most relevant to our business: casino and gaming, hotel and lodging, and F&B industries. We do not currently disclose all metrics included in these standards and we anticipate enhancing our SASB reporting over time. In addition, given the scope, nature, and geographical presence of our business we have sought to disclose against those SASB metrics that we consider most relevant to provide insight and transparency and left out metrics not deemed applicable to our overall business model.

CODE	TOPIC	ACCOUNTING METRIC	DISCLOSURE STATEMENT																																			
SV-CA-130a.1 SV-HL-130a.1 FB-RN-130a.1	Energy Management	Total energy consumed	WML Electricity Consumption																																			
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Percentage grid electricity	100% of our electricity were purchased from CEM.																																					
Percentage renewable	0% of our electricity was from renewable sources. A portion of our grid electricity purchased from CEM comprises of a mix of renewable energy.																																					
SV-HL-140a.1 FB-RN-140a.1	Water Management	Total water consumed	WML Water Consumption (Thousand cubic meters)																																			
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2023	1,084	1,418	2,502																																			
Percentage in regions with high or extremely high baseline water stress	We assess water risk using the World Resources Institute Water Stress Map. Water Risk Assessment 2023: Macau: Low - Medium (10-20%) Source: World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas																																					
SV-HL-450a.1	Climate Change Adaptation	Number of lodging facilities located in 100-year flood zones	Using the FM Global Flood Risk analysis for Macau Peninsula and Cotai, it is determined that Wynn Macau is located in the 100-year flood zone, whereas Wynn Palace is not and the risk for Wynn Palace is deemed to be minimal. Source: FM Global Flood Risk																																			
SV-HL-160a.1	Ecological Impacts	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	No Wynn properties are located in the following protected sites in 2023: <ul style="list-style-type: none"> • UNESCO Biospheres • Natura 2000 areas • Ramsar sites According to World Database of Protected Areas (WDPA): Wynn Macau: Not located on protected land. Wynn Palace: Not located on protected land. Source: Protected Planet's World Database of Protected Areas (WDPA)																																			
		Description of environmental management policies and practices to preserve ecosystem services	Our Company takes pride in building welcoming, vibrant, and healthy environments for our guests and employees. We maintain our five-star resorts by applying attention to detail to all we do, including managing the environmental elements of our operations. We have committed to EarthCheck environmental management standards to help preserve ecosystem services. More details are provided in the Our Planet section.																																			
SV-HL-160a.2																																						

CODE	TOPIC	ACCOUNTING METRIC	DISCLOSURE STATEMENT												
SV-HL-310a.1 FB-RN-310a.1	Labor Practices	Voluntary turnover rate for all employees	<p>WML Turnover Rates</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2023</th> <th>2022</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Voluntary Turnover Rate</td> <td>12.2%</td> <td>7.0%</td> <td>6.9%</td> </tr> <tr> <td>Involuntary Turnover Rate</td> <td>0.9%</td> <td>4.2%</td> <td>2.3%</td> </tr> </tbody> </table> <p>More details are provided in the 2023 Performance Metrics section.</p>	Year	2023	2022	2021	Voluntary Turnover Rate	12.2%	7.0%	6.9%	Involuntary Turnover Rate	0.9%	4.2%	2.3%
		Year	2023	2022	2021										
Voluntary Turnover Rate		12.2%	7.0%	6.9%											
Involuntary Turnover Rate	0.9%	4.2%	2.3%												
Involuntary turnover rate for all employees															
SV-HL-310a.3 FB-RN-310a.2		Average hourly wage	<p>Average Hourly Wage of Non-Managers</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2023</th> <th>2022</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>HK\$</td> <td>98</td> <td>97</td> <td>95</td> </tr> </tbody> </table> <p>100% of our employees earned above minimum wage in 2023.</p>	Year	2023	2022	2021	HK\$	98	97	95				
Year	2023	2022	2021												
HK\$	98	97	95												
		Percentage of all employees earning minimum wage													
SV-HL-310a.4		Description of policies and programs to prevent worker harassment	<p>Our Governance</p> <ul style="list-style-type: none"> - Governance Policies <p>WML Sustainability Principles</p>												
SV-CA-260a.1	Responsible Gaming	Percentage of gaming facilities that implement the Responsible Gambling Standards and Criteria for Venues	<p>100% of WML properties adhere to responsible gaming programs. We pledge to make responsible gaming an integral part of our daily operations.</p> <p>More details on our responsible gaming programs are provided in the Our Governance section.</p>												
SV-CA-260a.2		Percentage of online gaming operations that implement the Responsible Gambling Council (RGC) Standards and Criteria for iGaming	<p>There were no online gaming operations in Macau in 2023.</p>												
SV-CA-320a.1	Smoke-free Casinos	Percentage of gaming floor where smoking is allowed	<p>0% of gaming floor where smoking is allowed.</p>												
SV-CA-320a.2		Percentage of gaming staff who work in areas where smoking is allowed	<p>0% of gaming staff works in areas where smoking is permitted.</p>												
SV-CA-510a.1	Internal Controls on Money Laundering	Description of anti-money laundering policies and practices	<p>Our Governance</p> <ul style="list-style-type: none"> - Governance Policies <p>WML Sustainability Principles</p>												

CODE	ACTIVITY METRIC	DISCLOSURE STATEMENT								
FB-RN-000.A	Number of company-owned restaurants	<p>Food and Beverage Outlets</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2023</th> <th>2022</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>28</td> <td>28</td> <td>26</td> </tr> </tbody> </table>	Year	2023	2022	2021	Number	28	28	26
Year	2023	2022	2021							
Number	28	28	26							
FB-RN-000.B	Number of employees at company-owned locations	<p>Total Employees</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2023</th> <th>2022</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>11,484</td> <td>11,939</td> <td>12,671</td> </tr> </tbody> </table> <p>More details are provided in the 2023 Performance Metrics section.</p>	Year	2023	2022	2021	Number	11,484	11,939	12,671
Year	2023	2022	2021							
Number	11,484	11,939	12,671							
SV-HL-000.A	Number of available room-nights	<table border="1"> <thead> <tr> <th>Year</th> <th>2023</th> <th>2022</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>958,192</td> <td>971,209</td> <td>948,256</td> </tr> </tbody> </table>	Year	2023	2022	2021	Number	958,192	971,209	948,256
Year	2023	2022	2021							
Number	958,192	971,209	948,256							
SV-HL-000.B	Average occupancy rate	<table border="1"> <thead> <tr> <th>Year</th> <th>2023</th> <th>2022</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Percentage</td> <td>95.5%</td> <td>39.4%</td> <td>58.6%</td> </tr> </tbody> </table>	Year	2023	2022	2021	Percentage	95.5%	39.4%	58.6%
Year	2023	2022	2021							
Percentage	95.5%	39.4%	58.6%							
SV-HL-000.D	Number of lodging facilities and the percentage that are: <ul style="list-style-type: none"> • managed • owned and leased • franchised 	<p>Both Wynn Macau and Wynn Palace are 100% managed by WML.</p>								
SV-CA-000.A	Number of tables	<p>Average Numbers of Gaming Tables</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2023</th> <th>2022</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>555</td> <td>559</td> <td>643</td> </tr> </tbody> </table>	Year	2023	2022	2021	Number	555	559	643
Year	2023	2022	2021							
Number	555	559	643							
SV-CA-000.B	Number of slots	<p>Average Numbers of Slots</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2023</th> <th>2022</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>1,111</td> <td>1,269</td> <td>1,297</td> </tr> </tbody> </table>	Year	2023	2022	2021	Number	1,111	1,269	1,297
Year	2023	2022	2021							
Number	1,111	1,269	1,297							



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