



2021 SUSTAINABILITY REPORT

WYNN MACAU, LIMITED

*Our Commitment  
to Sustainability*

(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](mailto:sustainability@wynnpalace.com).

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# Welcome to Wynn



## *A Message from Linda Chen*

Since Wynn first became a part of the Macau community we have prioritized our role as a responsible stakeholder in society. The capabilities of our team members and our unique culture of service enable us to make a powerful contribution to the city, its people and the country. That is why we established the Wynn Care Foundation in 2020, to channel and amplify our charitable, social, and environmental impacts across the organization and our communities.

These efforts have never been more relevant amid the challenges brought on by the ongoing global COVID-19 pandemic. To express solidarity with society, our overall charitable efforts have continually increased, with year over year donations and sponsorships to community groups and charities rising to over HK\$142.2 million, along with thousands of Wynn Employees Volunteers providing over 22,500 hours of their time.

In addition to our Wynn Care Foundation efforts, Wynn has been actively supporting the Macau government's pandemic prevention strategy, unveiling numerous initiatives to increase the COVID-19 vaccination rate in Macau both among our employees and their loved ones, including hosting onsite vaccination and nucleic acid testing centers, as well as arranging educational seminars for our staff and others living in Macau. We are proud that our team members have proactively embraced their personal responsibility to help Macau build herd immunity, with close to 96% of Wynn employees having been vaccinated to date.

We have also continued to focus on the development of our own people. This not only strengthens our own business, but also raises the bar for the hospitality industry through industry-leading initiatives that enable our local talented employees to develop and refine their skills, and to nurture those who will take on leadership roles within our business. These steps and initiatives will ensure that we build the next generation of industry leaders who will play a key role in the future development of the wider region.

For Macau, that next stage will focus on the government's ambitious vision for the city through its "Tourism+" strategy, taking a cross-sector approach to not only support the post-pandemic recovery but also to facilitate the development of complementary industries. We have actively played an important role by supporting a wide range of events related to sports, art and culture and other non-gaming events. These innovative efforts have forged new partnerships that underscore and create further opportunities within Macau. Building on this foundation, Macau will realize its role as the leading leisure hub within the Greater Bay Area and become a central node for cultural and tourism development.

Beyond the pandemic, we remain focused on ensuring we continue to deliver tangible progress on our long-term environmental goals. These efforts have drawn widespread recognition both internationally as well as within China, with Wynn being recognized as a top leader in our goal to achieve carbon neutrality at the 2<sup>nd</sup> sustainable development forum 2021, a showcase of national leaders in sustainability. Wynn has made firm commitments for Wynn's operations to achieve Net-Zero carbon emissions by 2050, and to ensure our carbon dioxide emissions peak by 2030. Through this work we not only complement the work done by the Macau government, but also support China's ambitious national carbon emissions goals outlined by President Xi. Achieving these goals is vital as we all strive to better manage our planet's resources and ensure a sustainable future for our business, our people and our society.

As we emerge from a period of uncertainty, we can take comfort in knowing that adversity has shown us our own strength and what we can achieve when working together toward a common goal. Through innovation, cooperation and determination, Macau has paved the way towards a new chapter in its story. I am optimistic that it will be its most exciting yet.



**Linda Chen**

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

# 2021 Highlights

## Empowering Employees



WE EMPLOY  
**12,600+**  
team members at Wynn



TO SHARE IN OUR SUCCESS,  
ALL OF OUR EMPLOYEES ARE AWARDED  
WITH WYNN MACAU, LIMITED'S SHARES



**131,000+**  
TRAINING HOURS  
PROVIDED



**31.4%**  
of our original Wynn Macau  
team members from 2006 still  
WORKED WITH US IN 2021

## Fortifying Vibrant Communities



DONATIONS AND  
SPONSORSHIPS OF  
**HK\$142.2M**  
given to community groups  
and charities

**6,590**  
VOLUNTEER  
PARTICIPANTS  
CONTRIBUTED



**22,505**  
HOURS OF  
VOLUNTEER ACTIVITIES



LOCAL MACAU PROCUREMENT  
SPEND PERCENTAGE INCREASED TO  
**85.1%**  
OF TOTAL PURCHASES

## Our Planet



**25.4%**  
INCREASE IN OUR  
RECYCLING RATE\*



OVER  
**41**  
METRIC TONS OF  
SOAP RECYCLED  
through Clean the World  
since 2014



**MACAO GREEN  
HOTEL AWARDS**  
Gold – Wynn Macau  
Silver – Wynn Palace

\* Compared to 2019

# Awards

## 24 FORBES TRAVEL GUIDE (FTG) FIVE-STAR AWARDS

Wynn Resorts holds the most FTG Five-Star awards of any independent hotel company. For the sixth consecutive year, Wynn Macau has held its exclusive status as the only resort in the world with eight individual FTG Five-Star awards.

## FORTUNE MAGAZINE'S 2021 WORLD'S MOST ADMIRABLE COMPANIES

Wynn Resorts named first overall in quality of productions/services in FORTUNE magazine's 2021 World's Most Admired Companies list in the hotel, casino, and resort category.

## 9 MICHELIN STARS AWARDED TO 5 SIGNATURE RESTAURANTS

Wynn achieved the most Michelin stars and the most Michelin-starred restaurants of all operators in Macau.

## 2 DIAMONDS AWARD LISTED ON BLACK PEARL RESTAURANT GUIDE 2021

Wing Lei Palace won its third consecutive 2 Diamonds Award while Mizumi at Wynn Palace won its first ever 1 Diamond Award.



## 2021 ASIA'S 50 BEST RESTAURANTS

Wing Lei Palace is the only Macau restaurant listed on Asia's 50 Best Restaurants, its third consecutive year of being on the list.

## WON 4 AWARDS AT THE NATIONAL HUMAN RESOURCE MANAGEMENT INNOVATION COMPETITION

Golden Man Award  
2020 Outstanding Business Value Creation Award in Human Resource Management  
Excellent Employer Brand Branding Leadership Award  
Excellent Talent Management Practice Management Award

## RECOGNIZED AS ONE OF THE TOP 25 TYPICAL CASES OF CARBON NEUTRALITY AT THE 2<sup>ND</sup> SUSTAINABLE DEVELOPMENT FORUM 2021

Wynn was the only hotel recognized in Macau, Hong Kong and Taiwan. Co-organized by All-China Environment Federation, People's Daily Online and Center Environmental Education and Communications of Ministry of Environmental Protection.

## MACAO GREEN HOTEL AWARDS

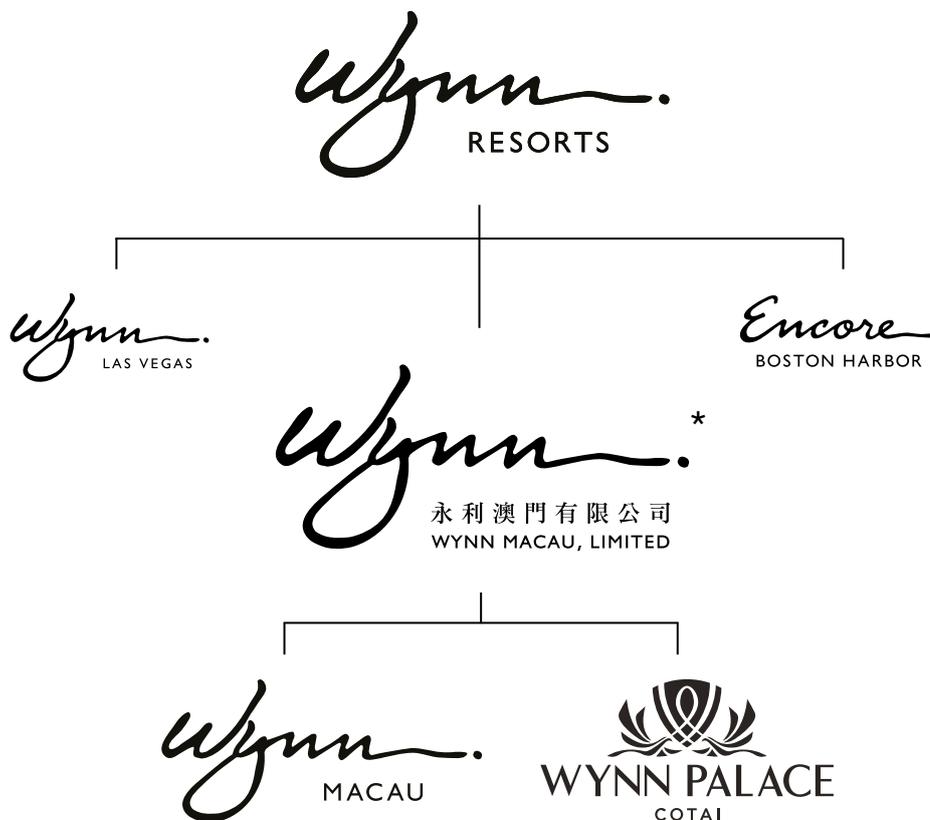
Gold – Wynn Macau  
Silver – Wynn Palace

# 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 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 is the highest rated resort company in the world, holding 24 Forbes Travel Guide (FTG) Five-Star awards across our global portfolio – the most of any independent hotel company. 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 approximately 28% of the shares of the Company 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 252,000 square feet of casino space, 12 food and beverage outlets, approximately 31,000 square feet of meeting and convention space, approximately 59,000 square feet of retail space, a rotunda show, and recreation and leisure facilities. It is the only resort in the world with eight individual Forbes Five-Star awards, achieving the honor for the sixth consecutive year.



**1,010**  
guest rooms  
and suites



**252,000**  
square feet of  
casino space



**12**  
food and  
beverage outlets



**31,000**  
square feet of meeting  
and convention space

# WynnPalace

Wynn Palace, which opened in August 2016, features a luxury hotel tower with a total of 1,706 guest rooms, suites and villas, approximately 424,000 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. For the third consecutive year, Wynn Palace earned seven individual Forbes Five-Star awards including all five of our exquisite fine-dining restaurants.



**1,706**

guest rooms,  
suites, and villas



**424,000**

square feet of  
casino space



**14**

food and  
beverage outlets



**107,000**

square feet of meeting  
and convention space

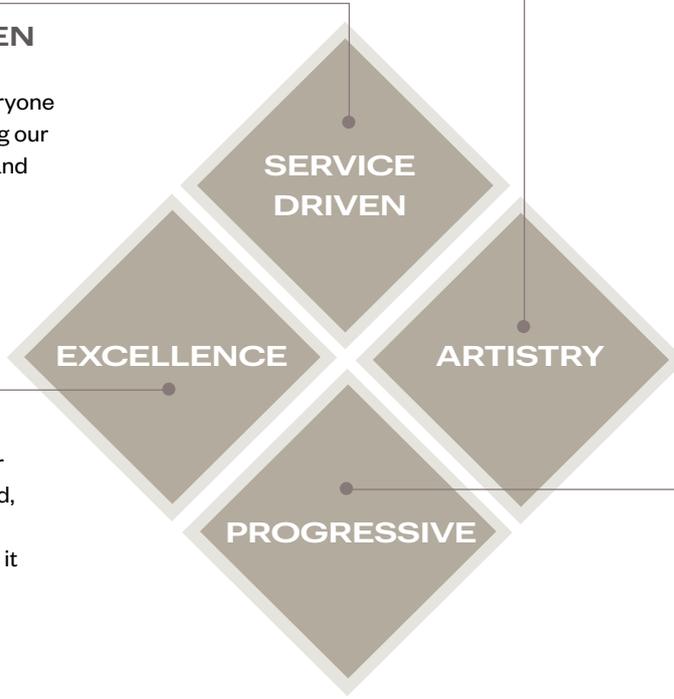
# Our Values

## SERVICE DRIVEN

We provide the highest quality of service to everyone and everything, including our guests, our coworkers, and our community.

## ARTISTRY

We look at every detail of our jobs as a blank canvas awaiting our creativity and magic. Whether setting a guest room or setting food on a plate, we find a way to make it artful.



## EXCELLENCE

We always find room for improvement. If it's good, make it outstanding. If it's outstanding, make it spectacular.

## PROGRESSIVE

We always look to the future, continuing to innovate and elevate the experiences we provide to our guests, our employees, and our community.



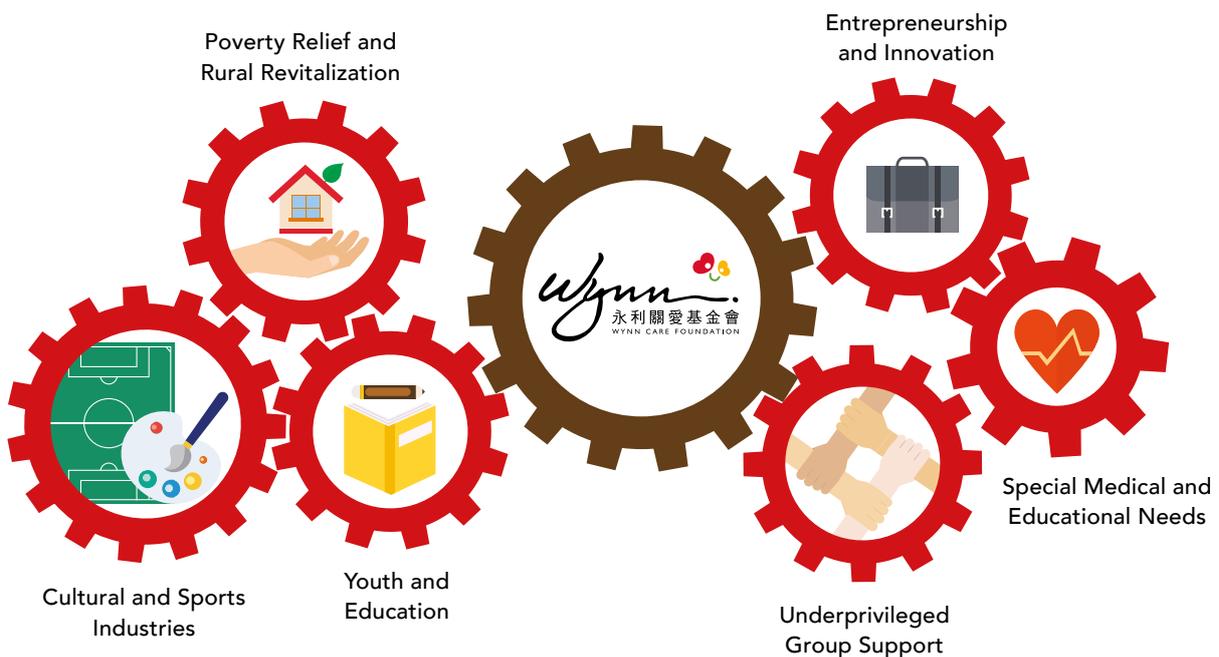


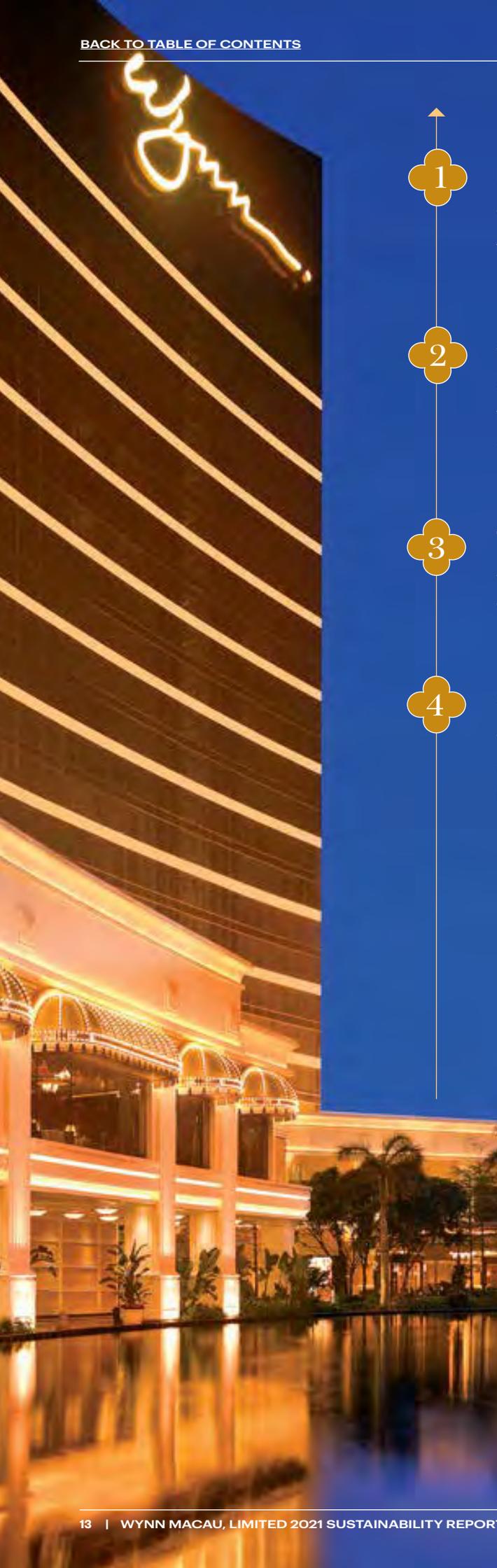
Since its establishment in 2002, Wynn has always regarded community care as our core value. Over the years, we have been dedicated to promoting the prosperity of Macau and have made positive impacts in mainland China, Macau and other areas.

At Wynn, we understand that organized efforts empower 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 created to signify our charitable efforts to leverage resources from various departments of the Wynn group as well as our external partners to jointly create positive synergy. In 2020, the Wynn Care Foundation (Foundation) was established with the approval of the Chief Executive of Macau SAR, to enhance our continued commitment to the public to serve the community in collaboration with the mainland China and Macau governments, as well as public and private entities.

In 2021, Wynn identified six focus areas guided by the Foundation's mission: youth and education, entrepreneurship and innovation, cultural and sports industries, poverty relief and rural revitalization, underprivileged group support, and special medical and educational needs. With the support of the Foundation, our sponsored community programs have grown tremendously from more than 70 to over 130 annually.

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





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.

## Goldleaf Sustainability Program

Wynn's success does not come from remaining stagnant. Progress is part of our nature, and our commitment to sustainability is testament to the evolution of our Company. Our approach to sustainability is built on a core principle: care for our guests and our planet. This means providing award-winning service at our resorts worldwide, in a manner that respects communities, people, and our environment. Our sustainability program focuses on four global goals that will lead the Company into a responsible future.



# Wynn Sustainability Goals

In the same way that the COVID-19 pandemic required a global response, climate change and environmental sustainability also require bold commitments and even bolder actions. We believe it is our duty to help alleviate the negative impacts on our world, and we have made the following key public commitments in our efforts to confront the global threat of climate change:

1



## NET-ZERO BY 2050

To reduce or offset all carbon dioxide (CO<sub>2</sub>) produced by our operations no later than 2050.

2



## CARBON DIOXIDE EMISSIONS PEAK BY 2030

To stop and reverse year-over-year growth of operational carbon dioxide (CO<sub>2</sub>) emissions by 2030.

Our commitments 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.

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

# 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.

## Living Our Principles

Our dedication to service extends beyond our doors to the communities where we live and work. Our [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, religion, gender, age, mental or physical disability, marital status, and sexual orientation.

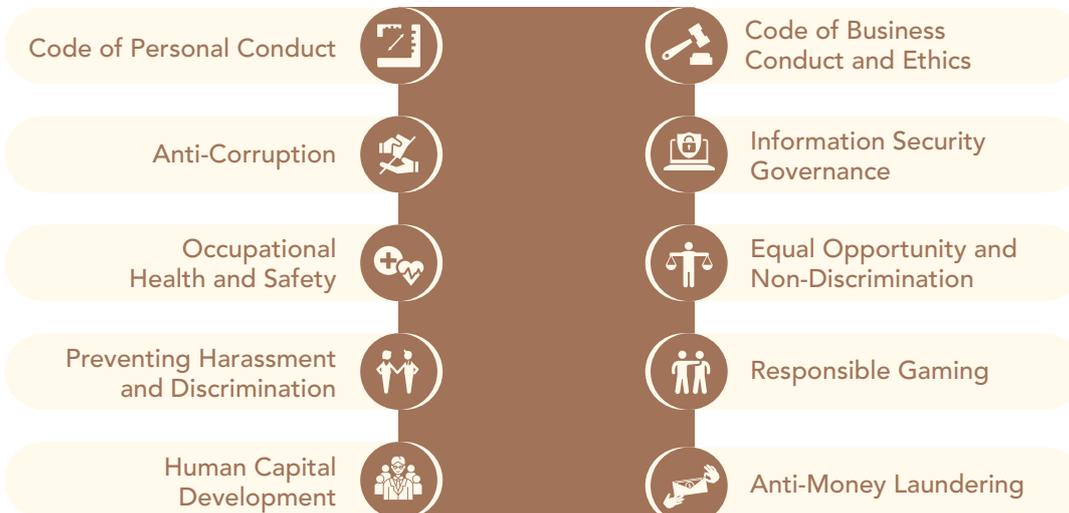


## Our Sustainability Principles and Commitments



WELCOME TO WYNN

### Key Policies Informing our Sustainability Principles include:



# Leading Through Crisis

At Wynn, we have always believed unity is our greatest strength, and during the unprecedented public health crisis that COVID-19 has brought, we now know this to be true for certain.

In alignment with Macau's pandemic prevention measures, we were determined to help our team members get vaccinated. We achieved this by inviting medical personnel from the Health Bureau of Macau to set up an onsite vaccination center at Wynn Palace. Seven sessions, held in partnership with the health authorities, were rapidly filled up by our team members, their families and friends. We also hosted health seminars, lucky draws, put up educational posters around our facilities, and hosted e-learning courses about safeguarding against the spread of COVID-19 in our workplace and enhancing team members' understanding of COVID-19 vaccination. 8,889 doses were administered to our employees, their families and friends at our



in-house vaccination sessions, and 95.9% of our team members are vaccinated to date. Wynn also provided up to three days of special leave to vaccinated team members to ensure that they can get adequate rest after vaccinations. Special transportation services were arranged between Wynn Macau and Wynn Palace for team members and their families to provide further convenience in order to encourage the uptake of vaccination against COVID-19.

When the Macau government announced the city-wide mass nucleic acid testing (NAT) in Macau, as part of its prevention measures against the COVID-19 pandemic, Wynn quickly joined hands with the community to gather and deploy resources to ensure the execution of testing went smoothly and safely. The testing stations at Wynn Macau and Wynn Palace received around 10,000 coronavirus test reservations; and in three days all specimens from our centers returned negative.

Throughout 2021, team members from different levels and departments came together and worked tirelessly to arrange comfortable and efficient NAT venues. They provided attentive assistance in checking visitors' appointments, registration, answering inquiries, and helping those in need when entering or leaving testing stations.

Additionally, to maintain guest and staff safety, we understood the urgency of this pandemic prevention measure and immediately ramped up cleaning and disinfection in the front-and-back-of-house areas in line with our health and disinfection plan. This plan featured detailed information on various topics, including:

- Adjusted valet and check-in procedures
- Around-the-clock cleaning protocols and use of products
- COVID-19 testing
- Setup and use of disinfection stations
- Non-invasive temperature checks and screening for guests
- Occupancy limits
- Personal protective equipment for employees and guests
- Physical distancing guidelines

We are forever grateful to our team members and all our community members who continue to selflessly safeguard our community in combating the pandemic. We are especially grateful to our Wynn Employees (WE) Volunteers for contributing over 1,000 hours of devoted anti-pandemic work to our community in 2021. Throughout 2021, Wynn and our amazing team members have:



Gifted nearly 600 hampers containing toiletries and cleaning supplies to cross-border families.



Supported the local emergency-aid service center by making monthly courtesy calls to nearly 1,000 elderly community members to ensure their health and safety during the pandemic and to share up-to-date anti-pandemic information.



Assisted pregnant women, children, the elderly, and people in need at special care COVID-19 testing stations in Macau.



We also appreciate the patience and dedication shown by all of Wynn's team members, especially those who live in areas that, due to COVID 19-related restrictions, were at times not able to return to work for extended periods. In response to this, we instituted a Regenerating Program to re-orient these team members (especially those who live in Zhuhai, a city in Guangdong province of China neighbouring Macau). Through the program, we can help to re-engage with the team members, encourage and reenergize their service mindset, and help everyone understand the COVID 19-related measures implemented at Wynn. In 2021, 609 team members took part in 20 regenerating program sessions.

# Our People

# 2021 At a Glance



**22.7%**

INCREASE IN NEWLY HIRED  
LOCAL EMPLOYEES



**36.4%**

INCREASE IN AVERAGE  
EMPLOYEE TRAINING HOURS



**54.0%**

OF OUR  
LOCAL EMPLOYEES  
ARE FEMALE



**9.1%**

OF OUR EMPLOYEES  
HELD MANAGERIAL  
POSITIONS IN 2021



NEARLY **300%**  
INCREASE IN SERVICE QUALITY  
TRAINING HOURS



**43.4%**  
OF MANAGERIAL POSITIONS  
HELD BY WOMEN

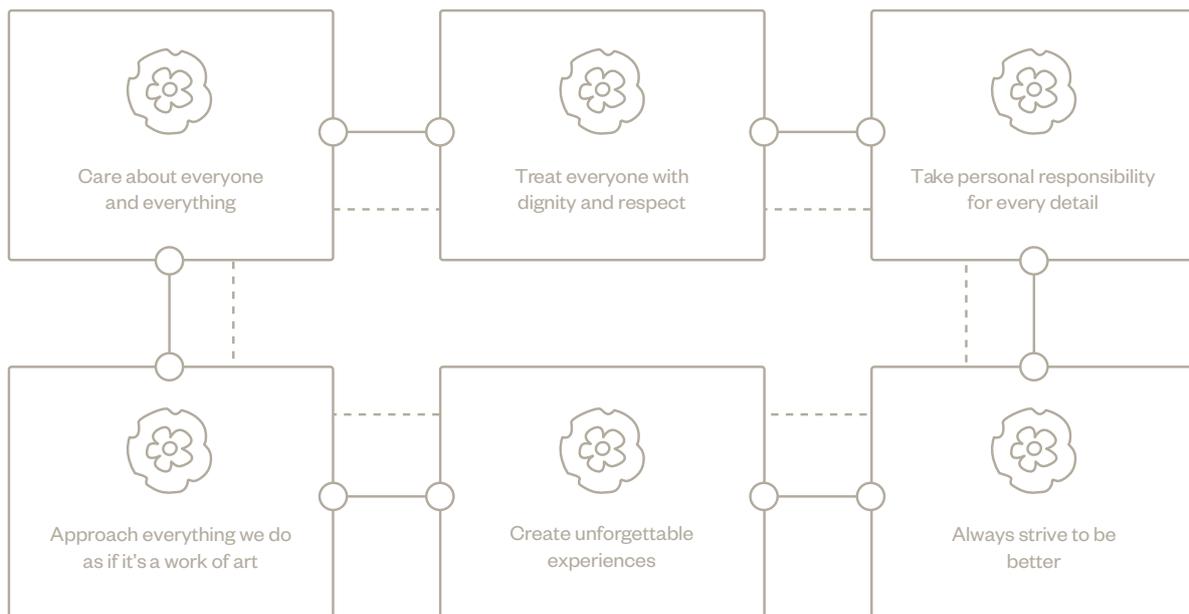
Our employee value proposition mission is clear: to foster excellence throughout the lifetime of a career – a goal that allows Wynn to maintain its status as the luxury hospitality industry's employer of choice. Indeed, we could not have a world-class, award-winning company without the dedication of our team members. The exacting level of service provided to our guests by Wynn team members requires far more than skill; it is an art form.

We invest in our team members by fostering a culture of diversity and inclusion, providing competitive wages and benefits, offering exceptional training and educational experiences, and looking out for their health, safety, and well-being.

Because of this, there is simply something different about a Wynn team member: something unique and special that helps our guests feel welcome the moment they cross our threshold. In our view, this is the hallmark of true hospitality, and it is the foundation on which our Company's core beliefs and values are built.

## Our Core Behaviors

We like to think of Wynn as an engaging workplace that offers meaningful jobs, shaped by our committed workforce and bound by our company-wide core behaviors:



Building on the foundation of our core behaviors, we have set company-wide requirements and expectations within our Team Member Guidebook and various human resource policies to ensure that all aspects of employment, including fair hiring practices, compensation and dismissal, working hours, rest periods, anti-discrimination and employee welfare, meet or exceed local legal requirements.



## WYNN STORIES

At Wynn, we love good stories about our team members going the extra mile to serve our guests and each other. Playing a feature role in our internal company culture, Wynn Stories celebrates how team members serve our guests, colleagues, and the community. By regularly sharing our diverse Wynn Stories from various angles in our internal newsletter, we showcase the kindness, graciousness, and empathy of our amazing team.

Wynn Stories focused on the six Wynn core behaviors of our team members, and an effort was made to discover team members who have gone the extra mile to deliver exceptional service. In 2021, 16 stories were published highlighting examples of team members exhibiting at least one of our six Wynn core behaviors and showcasing how they have delivered exceptional service in their work.

Every guest is different, so at Wynn, we tailor our services to meet individual needs as best we can. Our team member and Red Card Club Representative Ocean Ku exemplified our core behavior to "treat everyone with dignity and respect" when one day he was tasked to register several new card members who are mute and hearing impaired. Even if communication seems difficult and customers have special needs, we can always find a way to help them enjoy Wynn's five-star service.

Demonstrating that patience and sincerity can transcend language barriers, Ocean quickly pivoted to use a notepad to communicate with them. For the next half hour, he communicated with the guests using pen and paper, answering their questions, and carefully choosing his words to be as clear as possible and avoid confusion.

Ocean successfully registered the guests and they shared their appreciation for his service by writing a sweet "Thank you, Ocean" on the notepad.



# Empowering Our Team

As has been true throughout our Company's history, Wynn remains dedicated to building a progressive and inclusive working environment. We value respect and safety above all, so each employee can show up to work every day, without exception, as his or her authentic self. Since we consider all our employees as family, stakeholders, and owners of the company, we do our best to make sure that everyone has the opportunity to share in our success. We achieve this by emphasizing employee development from within and are constantly cultivating a corporate culture of support via strategic training programs and through numerous positive reinforcement channels such as Wynn Stories and our Star and Diamond award programs.

## Embracing Diversity and Inclusion

Macau is a global tourist attraction that is home to numerous casinos and hotels. The tourism and leisure industry in Macau has a limited talent pool and is highly competitive and Wynn aims to attract and retain the best of Macau's local talent. To achieve this, we have created a culture of inclusion so that when people from all backgrounds join our team, they feel valued for being themselves and empowered to reach their full potential. In doing so, we benefit from diverse and inclusive team perspectives that bring creative approaches to solving business challenges. This is evident in our workforce which boasts very strong local representation but also international diversity with team members from 28 other nationalities.

Our preference is to promote from within before expanding our search for talent externally. This lends itself to fostering a workplace culture in which strong bonds are formed between individuals with a keen awareness of our business and customer needs. We do this by having fair employment policies and practices and by offering a best-in-class compensation package for our team members.

We have also continuously enhanced our local hiring efforts by offering specific vocational and professional skills training programs with a defined learning structure and career progression framework, targeting local high school and university graduates. Graduates can gain placement on programs ranging from facilities to food and beverage (F&B) to front office training. To accommodate students, caregivers, and other groups unable to commit to a full-time work schedule, we also offer a range of part- and flexi-time positions to further access the local labor market and provide employment to a diverse talent pool from within the Macau community.



## Training Our Team

At Wynn, we recognize that investment in our employees is directly linked to cultivating a capable and motivated workforce that delivers a premium service and creates loyalty. We believe in continuous career development and fully support any team members who strive to do better both personally and professionally.

Talent development at Wynn is clearly our competitive advantage. As such, learning and advancement are continually being integrated into our Company culture and team members have a wide range of professional development and leadership training opportunities from which to take part. In 2021, we offered 163 classroom training and in-house e-learning courses as well as 1,679 LinkedIn courses, culminating in more than 131,000 hours of training for 11,679 of our team members. We also offer regular e-learning courses on Wynn's core values and principles for new hires from all departments, and courses on responsible gaming, COVID-19 awareness and prevention, anti-money laundering, management essentials, anti-corruption as well as anti-harassment and discrimination awareness.

Throughout 2021, while we provided training across the Company, we focused our efforts on enhancing the skillsets of our F&B department.



## Training the Next Generation of F&B Professionals

In 2009, we became the first local integrated resort to establish a F&B Academy. Over the last decade, the F&B Academy has invested significant resources into training opportunities for both young practitioners in our team and also across Macau. The F&B Academy collaborates with other global groups to bring internationally accredited professional license programs to Macau and provides internal training courses to elevate catering standards in Macau.

The F&B Academy was established to provide employees with comprehensive professional and vocational training, striking a balance between theoretical and practical areas and equipping them with the necessary skills for future growth. The series of vocational training courses are available to any resident looking to enter the industry. After enrolling, students are assigned to various F&B departments and restaurants at Wynn where they undergo comprehensive professional training, providing them the opportunity to develop a career in the F&B industry.

### THE ACADEMY FEATURES FIVE MAIN PROGRAMS

#### CULINARY APPRENTICE PROGRAM

- Tailored for high school graduates with a desire to pursue a culinary career but have no culinary experience;
- Develops specialized culinary skills in the areas of authentic dim sum, Cantonese cuisine, or pastry; and
- Teaches essential cooking techniques under the mentorship of master cooks in various kitchens.

#### FOOD AND BEVERAGE SERVICES MANAGEMENT TRAINEE PROGRAM

- Tailored for university graduates with a desire to pursue restaurant management positions;
- Offers mentoring from industry leaders in our award-winning restaurants; and
- Provides experience at various F&B outlets in different roles and trainees receive comprehensive knowledge, skill, and management trainings.

#### CULINARY MANAGEMENT TRAINEE PROGRAM

- Tailored for university graduates with a desire to become the next generation of leading chefs;
- Trainees learn and master culinary skills from award-winning chefs with premium produce and high-quality kitchen equipment; and
- Gains work experience at various F&B kitchens and enhances knowledge in different cuisines.

#### PROFESSIONAL DEVELOPMENT PROGRAM

- Tailored for team members who are ready to step up to the next position as manager.
- An 18-month program that offers the opportunity to perform a role in F&B business development, project management, and leadership skills.

#### NEW HIRE AND ORIENTATION PROGRAM

- Provides new F&B team members a basic understanding of Wynn's F&B operations; and
- Covers a range of key topics including F&B division introduction, chemical safety and anti-breakage, grooming standards, generic food safety and hygiene, work and fire safety, sustainability, Wynn F&B standard, introduction of beverage, introduction of Chinese tea, introduction of wine, and basic service training.

The F&B Academy offers team members opportunities to participate in international events and competitions, aiming to help expand their horizons and enhance their professional competitiveness. We also collaborate with institutions and colleges around the world including the Macao Productivity and Technology Transfer Center, Macao Institute for Tourism Studies (IFTM), Macao Occupational Skills Recognition System (MORS), The Culinary Institute of America, Les Roches International School of Hotel Management, and ServSafe from National Restaurant Association to provide internationally recognized certification programs and provide internal training courses covering the history and innovation of F&B culture. Together, these efforts promote Macau's rich and diverse food culture, deepening its position as the United Nations Educational, Scientific and Cultural Organization (UNESCO) Creative City of Gastronomy. These efforts enhance the sustainable development of the tourism sector and validate Macau as a travel destination of international repute.



Wynn continues to partner with relevant industry groups to provide additional training resources and opportunities for new talent. A signature event in 2021 was a jointly organized masterclass series of 14 culinary demonstrations. Acclaimed chefs were invited from renowned restaurants in mainland China, including Jie Xiang Lou, Pincui 1788 and Yang 19 Club, to conduct culinary demonstrations. Hosted in collaboration with the Macao Government Tourism Office, the Education and Youth Development Bureau of Macau, and co-organized by IFTM, Macau University of Science and Technology (MUST), and the Macao Federation of Trade Unions (FAOM), the series aimed to expand local professional chefs learning of cuisines from different parts of China.

Throughout 2021, 154 team members have participated in the program.

## Advancing Wynn Talent

Leadership development is vital to our success within the fast-growing Macau market, and Wynn is committed to upskilling our team members via career development planning, personal performance reviews, and leadership courses. From taking part in these professional advancement and training options, Wynn leaders are equipped with essential core and leadership skills that help them navigate the myriad of challenges that come with operating a five-star resort.

In 2021, our Learning and Advancement team designed a Management Development Program (MDP) aimed to enhance the key capabilities for our local executives. The 18-month MDP enhances their capabilities to manage sustained business growth and improve their leadership skills in a complex and ever-changing business environment. The MDP provides our executives with comprehensive online and classroom training and developmental opportunities to help them reach their full potential.

The program is designed for leaders to build skills and enhance their careers through the "Three E's":



### Experience

- Experiential learning
- Problem solving projects



### Exposure

- Action learning forums
- Community, network and discussion



### Education

- Executive forums
- Instructor-led classes
- Online learning



A feature initiative of the MDP in 2021 was the launch of a program jointly organized and designed in collaboration with the University of Macau's Institute for the Study of Commercial Gaming. The Program aims to enrich senior executives' knowledge of the digital economy and the changing business environment. It provides a platform for scholars and industry practitioners to exchange ideas and gain new insights about the opportunities and challenges for our business, particularly in response to the COVID-19 pandemic. Consisting of five workshops covering various aspects of business operations, the MDP was attended by approximately 60 of Wynn's senior executives.

Beyond our doors, we are committed to providing a platform for team members to take part in the exchange of ideas via friendly competition with other industry peers. A pinnacle event is the annual MORS Gold Pin Competition. A long-standing IFTM initiative led by the IFTM's School of Continuing Education, MORS aims to improve hotel and tourism industry staff performance, by certifying staff skills in relation to frontline jobs. Launched in 2002, the MORS Gold Pin Competition is highly sought as it is a comprehensive system which sets service standards for tourism and the hospitality industry, helping to make Macau more competitive against other global destinations.



We are also delighted that 23 representatives from Wynn Macau and Wynn Palace were nominated by their departments to participate in the 3<sup>rd</sup> Macao Integrated Tourism and Leisure Enterprise Vocational Skills Competition. Co-organized by the Labour Affairs Bureau of Macau (DSAL) and the FAOM in April 2021, the annual competition covers three key areas where industry professionals can showcase their impressive vocational skills. Our Wynn team won ten awards in 2021, the most among all gaming operators in Macau.

Our Awards:

 <p><b>Gaming and Entertainment</b></p>	<ul style="list-style-type: none"> <li>• Champion (Individual) in Calculation</li> <li>• Second Runner-up in Calculation</li> <li>• Runner-up in Chipping</li> <li>• Gold with Distinction in Game Rules &amp; Customer Service</li> </ul>
 <p><b>Hotel Services</b></p>	<ul style="list-style-type: none"> <li>• Gold Award in Housekeeping</li> <li>• Most Attentive Award in Housekeeping</li> <li>• Gold Award in Property Services</li> </ul>
 <p><b>Gastronomy</b></p>	<ul style="list-style-type: none"> <li>• Gold Award in Western Culinary</li> <li>• Best Dessert in Western Culinary</li> <li>• Gold Award in F&amp;B Service</li> </ul>

## Rewarding Great Work

Over the years, we have curated a reputation about our corporate culture, demonstrating that by becoming a Wynn team member, one becomes part of a family where mutual respect, care, and appreciation are at the core of everyday life. The results of our efforts speak for themselves; over 1,600 employees who were with us on the opening day at Wynn Macau are still on our team today and over 4,000 employees have been with us for at least ten years.

Since 2007, we have shown appreciation to our team members via the Star and Diamond award programs. Launched in 2007 at Wynn Macau and in 2017 at Wynn Palace, the program acknowledges the achievements of Star (general staff) and Diamond (mid-level management) team members. Nominated by department heads in each property, nominees receive prizes and are recognized at an award ceremony. Since the beginning of the program through the end of 2021, over 2,600 team members were nominated for the Star of the Month and over 1,100 were nominated for the Diamond Award.

We like to think that Wynn is a great place to work, and one way our team members have proved it is through their loyal dedication to the Company and sticking with us through both good and tough times. In 2021, over 600 team members were presented with their 10 Years of Service Excellence Award.

We know that one of the reasons why team members stay with us is our competitive benefits and compensation packages as well as our human resources policies and practices. Upon joining the Company, team members participate in an orientation program and are provided with a team member guidebook containing information about our superior service standards, core values, policies and practices, rules and regulations, and other relevant information.



When it comes to our corporate benefits plan, we offer a comprehensive medical and dental plan as well as:

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

Wynn contributes an additional 5% of a team member's salary to their employee provident fund, and at year-end 2021, we had 91% employee participation in these plans.

# Keeping Our Team Safe

Employee health, safety, and wellness is a top priority at Wynn, and never has it been so vital for us to take care of our team as it has been these last two years. We do everything we can to maintain a safe and healthy working environment for all our employees. Our occupational health and safety policy outlines the Company’s goal to establish a sustainable culture of safety by implementing strategies that focus on:

- Appropriately allocating resources for reducing risks
- Ensuring the working environment achieves the highest safety standards by fully complying with the requirements set out by Macau labor regulations
- Providing appropriate guidance and supervision to ensure that all relevant occupational health and safety measures are effectively implemented
- Providing appropriate personal protection equipment to team members
- Providing relevant health and safety information so that team members and contractors can understand its importance and support the policy
- Providing training to enhance team members’ and contractors’ ability to meet safety standards and work safely
- Regularly inspecting work facilities and tools to ensure safety

We regularly review the effectiveness of the policy and develop indicators to continuously optimize the health and safety of the working 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 to maintain its effectiveness. Also, to effectively implement this policy, we expect proactive participation and enthusiasm from all departments. All team members and contractors are duty-bound to incorporate the commitments in the policy into their day-to-day work to build a sustainable culture of safety.

We attribute our excellent safety record to our long-standing health and safety programs and training. These programs cover a host of issues ranging from electrical safety, dealing with blood-borne pathogens, injury prevention, hearing conservation, first aid, emergency evacuation, and much more. Behind the scenes, our health and safety team has always been in place to review accidents and advise on improved 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.



In 2021, to promote workplace health and safety and raise awareness among all team members, we partnered up with DSAL to host an Occupational Safety and Health Month. A series of roadshows, quizzes, free health checks, interactive games, health talks, and contests helped us engage with over 7,800 of our team members, and shared ways to be more aware of work safety and physical and mental health, all aiming to create a safer working environment at Wynn.

We also partnered up with various local organizations to host two sessions of Wellbeing Awareness Week during August and November 2021, introducing local social services, welfare, and support programs for team members with varying needs. Chief amongst participating organizations were the Macau Tung Sin Tong Charitable Society and the Women’s General Association of Macau who participated in both sessions. The Women’s General Association of Macau focused on introducing its mental and health care consultancy services for women. The association’s family service center – FUFA Child and Family Centre hosted fun interactive games to promote its latest services while spreading the important message of nurturing a positive working environment. Other participating organizations included the FAOM, which shared useful information on its community services, conducted free health checks, and provided tips in ensuring occupational safety and on career planning. The Young Men’s Christian Association of Macau participated by promoting a smoke-free lifestyle and Kiang Wu Hospital introduced useful information on its services including family practice, physical check-ups, and traditional Chinese medicine.

Recognizing the ever-increasing pressures of work amid a pandemic, we offered a Managing Work Pressure Workshop that provides useful techniques for releasing pressure and managing work-life balance. The highly interactive and very practical workshop featured pressure relief techniques and encouraged participants to repeatedly practice the techniques on their own. We have seen a demonstrable morale boost from participants and can see that it has been helping our team members alleviate pressure and feel better at work.



# Caring for Our Guests

At Wynn, how we approach guest relations is at the very heart of our success. Our operations in Macau are designed to attract a wide range of domestic and international customers, all of whom expect the highest standards of luxury and safety – especially when it comes to quality service, food quality and safety, and guest privacy.

## Quality Service

Quality service is what keeps everyone at Wynn going. The clearest indicator of the service quality consistently delivered by Wynn is the recognition we have received from Forbes Travel Guide (FTG), the world's most recognized Five-Star rating system.

As Wynn's core values and principles form the foundation for our internal service standards and are also closely aligned with those of FTG, it is no surprise that Wynn was among the first hotels in the world to become Sharecare Health Security VERIFIED® with FTG. The comprehensive verification covers more than 360 standards across health and hygiene protocols, cleaning products and procedures, ventilation, physical distancing, the guest experience, and health safety communication with guests and employees. The verification is renewed monthly based on a hotel's compliance with expert-validated best practices that minimize the risk and impact of COVID-19 and potential future public health events. Hotels are required to verify their health protocols on an ongoing basis to ensure continued compliance with the most up-to-date global health standards.

## Food Quality and Safety

We have always utilized extensive processes to assure food safety for our guests and employees. Our safety procedures are based on international standards, and Hazard Analysis and Critical Control Point (HACCP) is an internationally recognized food safety management system for reducing the food hazards. The HACCP implementation process at Wynn Palace started in 2019 and awarded official certification recognition in a year time. With the support of the HACCP committee consisting of representatives from over ten different departments, HACCP allows Wynn to identify, manage and alleviate potential food-related health and safety risks proactively.

In September and November 2021, we joined hands with the Municipal Affairs Bureau of Macau (IAM) to host two food safety seminars attended by over 100 team members from Wynn's F&B and Procurement teams, as well as almost 40 local vendors and food suppliers that share a long-term collaborative relationship with Wynn. Representatives from IAM's Division of Risk Communication of the Department of Food Safety were invited to share the latest trends on food safety risk, updates on regulations, and highlight current issues on food hygiene and safety.



## 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 to ensure the privacy and confidentiality of relevant information relating to guest privacy, including personal data. 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. We intend to protect guest information in all its forms, including electronic data, paper documents, and spoken word.

Our security program hosts a robust set of controls and safeguards to offset possible threats that could result in compromise, reputational damage, or financial loss. We established this program to protect the information related to our operations, employees, guests, and business partners. To date, there have been no substantiated complaints of breaches resulting from a compromise of customer privacy or data. In 2021, there were no confirmed material incidents of non-compliance with any material laws and regulations concerning privacy and confidentiality matters.



# Our Communities

# 2021 At a Glance



**HK\$142.2M**

DONATED TO  
COMMUNITY GROUPS  
AND CHARITIES



**22,505**

HOURS OF  
VOLUNTEERING CONTRIBUTION



**6,590**

VOLUNTEERS PARTICIPATION



LOCAL MACAU PROCUREMENT  
SPEND PERCENTAGE  
INCREASED TO **85.1%**  
OF TOTAL PURCHASES



LOCAL MACAU PROCUREMENT  
SUPPLIERS PERCENTAGE  
INCREASED TO **58.6%**  
OF TOTAL SUPPLIERS

At Wynn, we believe we have a duty to exhibit social responsibility due to our position as a key business, employer, and community member in Macau. In the coming years, Macau government aims to further strengthen and develop tourism, seeking to deepen the integration of tourism with other local industries including meetings and conventions, cultural and creative industries, sports, and traditional Chinese medicine by launching "Tourism+" initiatives. We are dedicated to supporting and contributing to the success of Macau as a "World Centre of Tourism and Leisure" and leveraging our close community ties to help promote these "Tourism+" initiatives.

We also have formed local connections with organizations, educational institutions, charities, and businesses, and have established ongoing partnerships that aim to strengthen and enhance the vibrancy of our community.

To commemorate the 100<sup>th</sup> Anniversary of the Founding of the Communist Party of China (CPC) and the 22<sup>nd</sup> anniversary of Macau's handover to mainland China, Wynn hosted a variety of celebrations, contributed to community engagement activities, and organized internal staff and local youth education events. Highlights included:

- Wynn Care Foundation joined hands with the Macau Traditional Chinese Culture Excellence Association and the National Conditions Education Association (Macau) to organize a Youth Educational Tour to Beijing in June 2021. Students were invited to visit several government departments including the Ministry of Culture and Tourism of the People's Republic of China, the Taiwan Affairs Office of the State Council, the Liaison Office of the Central People's Government in the Macau SAR in Beijing, and the Association for Relations Across the Taiwan Straits. They also had several opportunities to engage with and understand other Chinese cultures through interactive activities such as tea ceremony, and learning about traditional costumes, bamboo ship making, and guzheng music.
- As part of the larger tour, a group of Macau high school students, alongside the delegation of Macau Traditional Chinese Culture Excellence Association and Wynn Care Foundation paid a visit to the Ministry of Education of the People's Republic of China. Because learning about local cultures and history is an integral part of traveling, the students were invited to attend various seminars on national education, history, and cultural topics offered by scholars and former ambassador of mainland China.



- Our Vice Chairman and Executive Director led a group of about 50 management team members from different departments of Wynn through a photo exhibition celebrating the 100<sup>th</sup> anniversary of the CPC. The Wynn Care Foundation also co-organized a photo exhibition in December 2021 that showcased a collection of nearly 300 historical pictures depicting the story of The Red Army's Long March, and sharing the strong spirit to overcome obstacles in order to achieve victory.



- With the support of the Macao Chinese People’s Political Consultative Conference (CPPCC) Members Association, we launched a themed virtual walking challenge. The online campaign encouraged participants to complete a 22 km journey and those with the most steps were awarded complimentary accommodation at Wynn Palace.

In partnership with the Macau government, we participated in the "Macao Week" roadshows in Hangzhou, Nanjing, Shanghai, Chengdu and Chongqing, cities in mainland China, to showcase the best of Macau tourism and to attract more mainland Chinese travelers to Macau. At each event, we collaborated with the travel industry to give away over 390 million Renminbi worth of unparalleled offers in an effort to grow awareness of Macau.



# Supporting the Greater Bay Area and beyond

The impact of Wynn's business activities extends beyond our financial statements and creates socio-economic value for communities in Macau, the Greater Bay Area and beyond. The Greater Bay Area will play a crucial role in driving mainland China's economic development in the next few decades, and we are looking forward to what this may bring. We have demonstrated our commitment to spreading a sense of caring to all corners of the Greater Bay Area community by co-hosting or sponsoring events and opening our doors for sharing sessions. We have also sponsored several cultural exchange tours to enhance Macau students' understanding of the Greater Bay Area's rapid development and Chinese culture.

Highlights of our efforts included:

- In collaboration with the Industry and Commerce Association of Macau, Macau International Youth Entrepreneur Association, and the Youth Elites Association Macau, Wynn co-hosted a sharing session on the spirit of the "Two Sessions" that are the National People's Congress and the CPPOC for Macau youth from the industrial and commercial sectors. The event featured several prominent speakers who shared their insights on topics relating to China's economic development, industrial and commercial sectors, and the assistance provided to small-and-medium-sized enterprises (SMEs). More than 130 team members attended, including senior management members, back of house executives, and frontline staff.



- Our Vice Chairman and Executive Director led 50 management team members from 11 different departments of Wynn Macau and Wynn Palace to visit the National Security Education Exhibition on its opening day. The group tour aimed to help raise awareness of the importance of safeguarding national security among team members and to support the government's national security education efforts.
- A four-day Wynn Cup Cultural Exchange Tour took place where 95 WE Volunteers, primary students and their parents and teachers visited Guangzhou, Shunde, Jiangmen, and Kaiping, cities in mainland China, to experience each city's unique cultures.

- A forum discussing both the Shandong and Macau health industries was co-organized along with Hongjitang, H&B Health Balance, AHKW Hong, MCCY Science Product Manufactory, and Aowei Chinese Medicine Factory. The forum was designed to help further facilitate the development of Macau's Chinese medicine and health industry.



- In collaboration with the National Conditions Education Association (Macau), we co-organized the fifth annual Wynn Cup – Macau Primary School Student National Education Drawing Competition award ceremony. Since 2016, the competition has invited local students to express their knowledge of, and passion for, mainland China's rich traditional culture through the medium of painting. With a different theme that resonates with both mainland China and Macau each year, this year's theme of "Drawing the future in my heart – Promoting Chinese Traditional Culture" brought in nearly 10,000 entries from 47 schools, representing nearly 70% of Macau's schools.



- We co-hosted the fifth Macao International Economic and Trade Cooperation Conference with the Macao Commercial Post and the Union for Culture Media Communication of Macau. Around 400 guests, including government representatives, business leaders, entrepreneurs, and scholars from mainland China and Macau attended the event. The Greater Bay Area Financial Forum was also held in June 2021 at Wynn Palace. Both events aimed to encourage the exploration of new financial opportunities amongst industry leaders across the Greater Bay Area.

# Philanthropy and Volunteering

For years, through Wynn Care and our WE Volunteer program, we have demonstrated ongoing support for several local community programs while also consistently donating to charities and meeting our own volunteering commitments. In 2021, 6,590 volunteers participated in community engagement activities. By recognizing the challenges that non-governmental organizations (NGOs) and charity groups have been facing, we increased our contributions to numerous charities during the year, including donating:

**MOP\***  
**10 MILLION**

towards Zhengzhou, city in mainland China, in support of local rescue and recovery work in response to extreme flooding.

**MOP**  
**6 MILLION**

as subsidy funding for the Wynn and Kiang Wu Critical Illness Assistance Scheme, which provides timely medical assistance for critically ill patients and their families facing financial needs.

**MOP**  
**600,000**

to Tung Sin Tong's annual fundraising campaign. We also designed 300 healthy gift boxes containing soups and tea bags prepared by Tung Sin Tong's Chinese medicine practitioners for a charity sale at Wynn's back-of-house, raising a further MOP 30,000.



**MOP**  
**600,000**

and 8,900 volunteers supported the annual Macau Walk for a Million.

**MOP**  
**300,000+**

to Caritas Macau to assist communities in need through a raffle sale and charity lucky draw in the WE Volunteer Zone at Wynn Palace.

**MOP**  
**300,000**

to the Welfare Shop Project of Macau Holy House of Mercy, and sponsoring food hampers to 375 underprivileged families.



\*Macau Pataca (MOP)

# Investing in Education for Macau's Future

As an ongoing commitment to the University of Macau Development Foundation, Wynn donated MOP 80 million in 2021 to support the continued development of the University of Macau and its Asia-Pacific Academy of Economics and Management. Since we began our support for the University of Macau in 2011, we have donated MOP 1 billion towards this initiative. We also donated MOP 3 million to MUST in support of the University's high-level scholars and research program "Wynn – Macau Scholars" for the 2022/2023 academic year. The program focuses on four key industries, including cultural tourism, finance, high-end manufacturing, and traditional Chinese medicine.



A diverse array of industries host events at our properties and we support a range of campaigns and activities throughout Macau – all to show our love and support for Macau's growth and success. To support and enhance educational opportunities for youth in Macau, we provide events space and sponsor programs that focus on bolstering education and bringing new and engaging knowledge to Macau's youth. Our support in 2021 included:

- The Wynn Care Foundation and National Conditions Education Association (Macau) joined hands to host a project about promoting Chinese traditional culture for local students. Aiming to enhance local understanding of traditional Chinese culture, the project included a series of fun programs and hands-on cultural experiences which were warmly received by the teachers and students among local schools.
- To enhance the understanding of Macau's history as well as the social development between mainland China and Macau, we led a group of 33 young team members as well as students participating in the Wynn Internship Program along a guided tour of an exhibition at the Base of the Education of Love for the Motherland and for Macau for Young People. The exhibition showcased mainland China's five-thousand years old culture and its various remarkable developments and modernization achievements.
- We supported the Campus Speakers Training Program Series organized by the Macau I Am Speaker Association, which offered local students an array of interactive activities, such as ambassador trainings, campus seminars, essay-writing competition, and lunch meetings – all aiming to enhance public speaking skills and strengthen students' communication aptitude and overall confidence levels.



- We hosted the China University Business Elite Challenge – Wynn Academy Cup – 2021 Hotel Management Innovation Competition, which enables and empowers participating university students across mainland China and Macau to develop creative proposals or innovative solutions related to hotel management. The competition was exclusively title-sponsored by Wynn and hosted by the Macau Greater Bay Area Human Resources Association.

We are also committed to nurturing local young talents in Macau’s hospitality industry. We help make this happen via the Wynn Internship Program as well as the Wynn Career Experience Program which enables students to acquire technical knowledge, enhance their soft skills, and develop a strong foundation for success.



For the 2021 Wynn Internship Program, in addition to offering six months of on-site training and guided work experience, we conducted a series of specialized learning workshops, providing deep insight into the hospitality industry and enabling valuable working experiences. This year, 124 students from various local higher education institutions completed the Wynn Internship Program, and 12 students have been awarded scholarships for their outstanding performance.

We also launched the Wynn Career Experience Program, a new three-month internship program aiming to equip fresh graduates with the right skills and knowledge to enter the job market. Designed in collaboration with the DSAL, over 40 trainees completed the program with support from team members and supervisors in Hotel Operations, F&B, Human Resources, Retail Operations, Facilities, and Information Technology departments in 2021. 70% of them have accepted our offer to work with Wynn as full-time team members.





## CAREER-ORIENTED TRAINING FOR LOCAL TALENT DEVELOPMENT

In January 2021, to help Macau residents explore a wider range of career options, Wynn once again joined forces with the FAOM to launch the Wynn Care Career Advancement Scheme. The scheme provides local employees with further inspiration and practical experience via training in different areas and positions, thereby enabling them to be well-equipped and ready for various development opportunities. It is during times like this that we believe this type of initiative can help Macau residents enrich themselves and overcome the many challenges of the current economic climate.

Participants learn highly practical professional skills through carefully designed courses, enhancing their competitiveness in the job market, and upgrading their own qualities in different vocational development directions such as employment, job transitions, and entrepreneurship.

20 local participants from different industries were recruited to take part in this year's Culinary Art Training Program. They received an eight-week, 96-hour training course at the Wynn F&B Academy, which included learning culinary skills under the guidance of Wynn's executive chefs, gaining practical skills of operating a kitchen efficiently, and receiving on-the-job training in different catering units in the hotel. Finally, all 20 participants were awarded a certificate of completion from the FAOM.

Looking ahead, Wynn will continue to cooperate with the FAOM to organize different programs in order to provide a platform for Macau residents to seize new opportunities for future development, contribute to the economic diversification of Macau, and support the career development and transformation of local employees.



# Caring for the Elderly and Disabled

Our dedicated WE Volunteers are always delighted to take part in activities where they can showcase the spirit of love and care for the elderly, disabled, and other underprivileged members of our community. We all see the value in these activities and in promoting kindness and social inclusion in our community.

Early in the year 2021, over 90 WE Volunteers celebrated the Year of the Ox by delivering their blessings to the seniors and children at Concordia School of Special Education, the Associacao De Agricultores De Macau, Lar de Nossa Senhora da Penha, the Centro "A Madrugada", and Seac Pai Van public housing.



Wynn Care joined hands with the Fu Lun Youth Association of Macau to arrange a series of family visits to beneficiaries of the Fuhong Society of Macau. 60 WE Volunteers and Fuhong students joined together to create Chinese New Year handcrafts and decorations. The team later divided into smaller groups to visit 20 families with goodie bags and new year greetings.

For the third consecutive year, Wynn Care title sponsored an Art Inspiration Program which provides diversified art courses for handicapped children, helping them to unleash their artistic potential and express themselves with confidence. The program is organized by the Fuhong Society of Macau and since its launch in 2018 has touched the lives of almost 4,000 children.



We have also collaborated with The Macau Association for Intellectual Development Services to design a limited edition 2021 Wynn Calendar. These calendars sold out quickly at our back-of-house charity drive which raised MOP 30,000. All proceeds from the charity sales were donated to The Macau Association for Intellectual Development Services to support their community work and trainings.

When schools in Macau transitioned to at-home learning due to the pandemic, WE Volunteers took the time to visit families and children with special education needs without sufficient learning resources to engage in effective home learning. They volunteered to provide study support and after-school care in collaboration with the Blissful Community Disability Center which operates under the Macau Special Olympics. They also offered daycare services and homework guidance on various subjects to primary school, middle school, and integrated school students. In addition, 22 WE Volunteers attended an event to provide onsite assistance for registration and health screening to nearly 200 participating children at the Children Development Awareness Day organized by the Macau Special Olympics. The events aimed to strengthen and encourage the public's awareness on "early screenings, early treatments" for children with special educational needs.



### GIVING BACK ON GIVING TUESDAY

To kick off the holiday season, we again took part in Giving Tuesday – an international day of action, encouraging the world to proactively show care and love to the needy on the first Tuesday following Thanksgiving Day. It aims to spread the core concepts of giving and sharing to local communities through volunteerism. In 2021, despite pandemic restrictions, we saw an incredible show of support from over 300 WE Volunteers and their family members who participated by drawing Christmas cards, making paper cranes, donating goods, decorating care centers, and packing food kits.



# Tourism+ Sports

Wynn firmly supports the Macau government's burgeoning policies for the development of the sports industry and sports tourism in Macau. We are keen to contribute towards and help enable Macau's economic diversification and its development as a "World Centre of Tourism and Leisure". We achieve this by deepening cross-industry cooperation via events and sporting exchange sessions, actively supporting the introduction of international sports events to Macau. We have also been actively promoting the development of sports in Macau and continually offer exciting sporting opportunities to local youth.

The Wynn Care Foundation joined with Land-G (Macau) Group Limited and Macau Southampton Club Limited to host the Macau Sports Industry Forum 2021. Attended by over 100 guests from Macau's government, local universities, sports organizations and football clubs, the forum sought to promote the development of professional football in Macau and add insights on ways of further developing the sports industry in Macau. Many well-known scholars, experts, entrepreneurs, and industry leaders delivered speeches and shared ideas on expectations for the development of the sports industry in Macau. We were also delighted by the Wynn Care Foundation and Beijing Institute of Architectural Design coming together at the forum to sign a letter of intent to research the development of sports and sports-related facilities in Macau.

We were the title sponsor of the "Wynn Cup" Qingdao-Macao International Offshore Race 2021 where more than 140 athletes from mainland China, the United States, Germany, New Zealand, Singapore, and other countries formed nine participating teams to sail 1,200 nautical miles along China's coastline. In addition, a documentary filmed during the race chronicling the sailors' tenacious fighting spirit and amazing teamwork won the Outstanding Film Award at the 17<sup>th</sup> Beijing International Sports Film Week.



Together with the Macau Universitarian Sports Association, we co-hosted a Harbin-Macau Youth Athletes Exchange Session. We invited an Olympic medal-winning curling coach and athletes from Harbin to engage with more than 300 local floor curling athletes, youngsters, students, as well as members of the FAOM and the Women’s General Association of Macau and Macau Special Olympics.

Wynn was the title sponsor for the International Basketball Federation (FIBA) 3X3 Macao Masters – Wynn Cup Greater Bay Area Qualifying Tournament, which was organized by the Sports Bureau of Macau and StarMac Entertainment & Production Limited, and co-organized by Macau-China Basketball Association and Absolute 3X3 Basketball. Held in November 2021, 200 teams played in the tournament of three-person basketball games and the last 16 teams competed exclusively at Wynn Palace.



To bring the excitement of the Grand Prix races to Macau, we hosted a Grand Prix Carnival over two consecutive weekends in November 2021 at Wynn Palace and were the title sponsor of the Wynn Macau Challenge Cup. The free carnival featured a mini-racing track for kids, a grand racing-themed game booth, a themed photo booth, exciting stage performances, gourmet food, and themed cultural and creative retail activities. There was also a special zero-distance racing display zone and real-time broadcasts of the races, enabling the audience to enjoy the Grand Prix up close.



We also support and encourage our own team members to participate in sports in their leisure time. Our 60-member strong Wynn Dragon Boat team undergoes eight months of training (three to five days a week) to build the stamina and skills needed to compete in the annual Macao International Dragon Boat Races. In 2021, our team took part in open races in small and standard boats and placed as 2<sup>nd</sup> runner up for Men's and Women's teams in the 500-meter standard boat races.



# Tourism+ Arts and Culture

As a member of the community with deep roots in Macau, Wynn is dedicated to helping promote exceptional local talent from the cultural, tourism, education, and hotel industries in our city. We aim to promote Macau as a world-class, cultural and artistic destination and play an active role in the city's cultural industry – a flourishing and diversified local arts and culture ecosystem.

Wynn took part in Art Macao 2021 by hosting art sharing sessions, workshops, art classes, performances, and a special exhibition. The exhibition, held at Wynn Macau and Wynn Palace and was open to the public for free from July until November. It featured a wide range of world-renowned masterpieces of Chinese modern art, with a total of around 400 artistic treasures. This included several precious artworks which were presented in Macau for the first time, as well as two large-scale ceramic installations specially made for Macau. During the opening ceremony of the exhibition, the event attracted over 130 representatives from the tourism and cultural sectors, the art and design world, and the meetings, incentives, conferences and events industry, as well as teachers and students from local higher education institutions, representatives from youth organizations and art lovers. We also joined hands with MUST to host 14 ceramic classes and workshops where MUST instructors shared traditional Chinese ceramic making techniques.



We hosted the 2021 Macau – Qingdao Beer Cultural Festival, bringing gourmet cuisine, exhilarating performances, tourism promotion activities, and cultural and creative exhibitions to the people of Macau. The month-long festival celebrated the close ties between Qingdao and Macau and promoted the concept of cultural tourism between the "twin cities". The festival also featured food stalls and Portuguese folk dance performances. In all, we served over 11,000 people and included 25 SME vendors and nearly 500 workers in our event.

# Supporting Local SMEs

At Wynn, we recognize that SMEs form the backbone of many economies. In Macau, SMEs are key to driving the diversification of our economy and play a critical role in promoting sustainable growth and creating more employment opportunities in Macau.

At Wynn, we do our best to support locally owned SMEs and operate with the belief that when Macau's SMEs grow, we grow with them. Our procurement policies ensure that a significant proportion of our suppliers originate from Macau. This has helped us reduce our environmental impact by cutting down on emissions that would otherwise have been emitted for international transportation. It has also directly supported the Macau government's priority of promoting the cultivation and development of local SMEs.

Highlights of our 2021 SMEs support include:

- Local Macau procurement spend percentage increased to 85.1% of total purchases.
- Working alongside the Industry and Commerce Association of Macau, which we have been doing since 2017, to organize the Carmo Market event series. This series encourages and promotes tourism around Macau's Taipa and Coloane neighborhoods. Through multi-channel promotion, we aim to introduce residents of the Greater Bay Area to the authentic culture and beauty of Macau.
- Sponsoring the International Cultural and Food Festival Hengqin Station hosted at the Ponto Square in Hengqin in October 2021. A hundred F&B enterprises based in Macau, Zhuhai, Greater Bay Area, and other cities in mainland China offered an array of international gourmet food for visitors. Wynn also helped by inviting several local SMEs to participate in this event during Mid-Autumn Festival and National Day.



# Responsible Procurement

Sustainable procurement is an integral part 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 developed 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. We also acknowledge supply chain risks can be significant, especially in developing regions, and have mitigation processes in place that can be implemented as and when needed, such as in the event of extreme weather events or supply shortages for our hospitality needs.

In 2021, we sought to improve our procurement practices and learn more about how our vendors and suppliers are addressing sustainability-related challenges. We started by reaching out to a shortlist of ten key vendors and suppliers based on different procurements areas. We also requested they share policies and practices that they adhere to, especially policies related to managing environmental and social risks and environmental, social, and governance (ESG) goals that they are working towards.

The engagement was also an opportunity for Wynn to remind vendors of our sustainable procurement practices, namely that we prefer purchasing environmentally-friendly products and request vendors to propose sustainable alternatives whenever possible.

Wynn also supports the policy of giving priority to local suppliers and cultivating local SMEs. We believe that the development of local enterprises is key in promoting the diversification of Macau's economy. We actively look for qualified local enterprises that can provide competitive and high-quality products and services, with the aim of building mutually beneficial partnerships. This year, we continued to highlight our support to supplier diversity and our preferences for Macau SMEs through our Macau SME Procurement Partnership Program.



## SUSTAINABLE PROCUREMENT

Wynn has always placed great importance on 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 in which we operate. Building on these commitments, Wynn Palace has successfully passed an audit conducted by third-party agencies to obtain dual certification from the Marine Stewardship Council (MSC) Chain of Custody (CoC) and the Aquaculture Stewardship Council (ASC) CoC, making Wynn the first and only enterprise in Macau to acquire these international accreditations. This ensures that the seafood offered by Wynn complies with international standards for sustainable fisheries and the traceability of wild-caught and farm seafood.

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. By acquiring these certifications, Wynn hopes to introduce more sustainable F&B consumption choices that meet international standards for guests, and to ensure that seafood served is firmly in line with the highest standards of sustainable fishing practices, and actively promotes the environmental and social sustainability of farmed seafood.



# Our Planet

# 2021 At a Glance



**25.4%**  
INCREASE IN OUR  
RECYCLING RATE\*



**14.1%**  
INCREASE IN  
SCRAP METAL RECYCLED\*



**15.3%**  
ENERGY  
REDUCTION\*



OVER  
**41 METRIC TONS**  
OF SOAP RECYCLED SINCE 2014



**20.8%**  
REDUCTION IN  
WATER USE\*

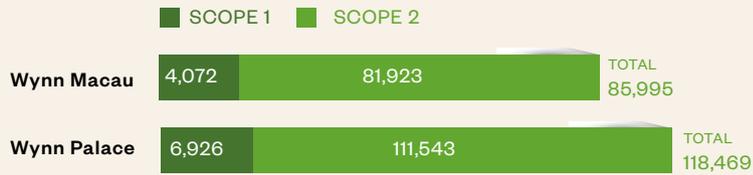


OVER  
**17,000 KG**  
OF FOOD DONATED

\* Compared to 2019

# 2021 At a Glance *Continued*

Greenhouse Gas (GHG) Emissions by Scope and Property (t CO<sub>2</sub>e)



Water Consumption (m<sup>3</sup>)



Electricity Consumption by Property (mWh)



The only hotel in Macau, Hong Kong and Taiwan recognized as one of the top 25 typical cases of carbon neutrality at the 2<sup>nd</sup> sustainable development forum 2021



Wynn Macau and Wynn Palace recycled a total of **4,883 kg** of soap in 2021 by working with Clean the World

# Environmental Message

At the heart of Wynn lies a dedication to excellence. Our colleagues have long been focused on creating the ultimate luxury experience and providing outstanding service, and our focus on excellence also extends to our commitment to environmental and social responsibility. The challenge for Wynn, and indeed all luxury hospitality companies, is to meet the needs of the present without compromising the ability of future generations to thrive.

Addressing this challenge head on, Goldleaf, our global sustainability management program guides our every effort to meet our environmental sustainability ambitions. Through action and innovation, we strive to reduce our ecological footprint by pursuing green energy measures, using water efficiently, and managing waste in a responsible manner. We know we must balance the needs of our investors, employees, guests, and the local community with operating an environmentally sustainable and resilient business – one that uses resources wisely to ensure these are protected for future generations.

We are also motivated by our recently established commitments to confront the global threat of climate change by becoming Net-Zero carbon emissions by 2050. We see it as our duty to help alleviate the negative environmental impacts on our world, and while our ultimate corporate goal is aggressive; to operate zero carbon, zero waste resorts – we are confident that it is achievable.

This certainty comes from a strong track-record in excellence in everything we do, including environmental action. We are delighted that both Wynn Macau and Wynn Palace are now EarthCheck Benchmarked Bronze, making Wynn the only operator in Macau to have all our properties benchmarked. Also, in 2020, Wynn Macau was honored by the Environmental Protection Bureau of Macau with Gold Award at the "2020 Macao Green Hotel Award" in recognition of the improvements we have made in our resort operations through environmental governance measures and advanced technology. The award also commended us for our contributions towards building a green Macau.

To significantly reduce carbon emissions, we have taken steps to actively support the Macau government's environmental protection policy by introducing zero-emission electric shuttle buses, which also contributes to improving Macau's green tourism image. To encourage green travel, we provide free electric vehicle charging stations for employees and hotel guests. We have also continued to optimize multiple systems, such as the chilled water production systems and air-conditioning systems, to effectively manage electricity and water consumption.

Since 2019, Wynn is the first integrated resort in Macau to introduce the Winnow Vision System – the advanced food waste technology on the market. Wynn has now installed food waste management systems at Wynn Macau and Wynn Palace, covering 70% of our catering operations. In 2021, we expanded the Winnow program beyond our doors to the community by collaborating with local institutions and raising awareness about food waste.

As we look ahead, we are committed to, and excited about, making positive and lasting social, economic, and environmental impact in our community as we continue to offer guests an elegant and discerning hospitality experience like no other. At the same time, we acknowledge we have much more to do, and we know this is a journey that must never stop. There will always be ways in which we can improve. I would like to take this opportunity to thank each and every Wynn team member who is helping us on our way.



**Rishi Tirupari,**  
Vice President – Sustainability

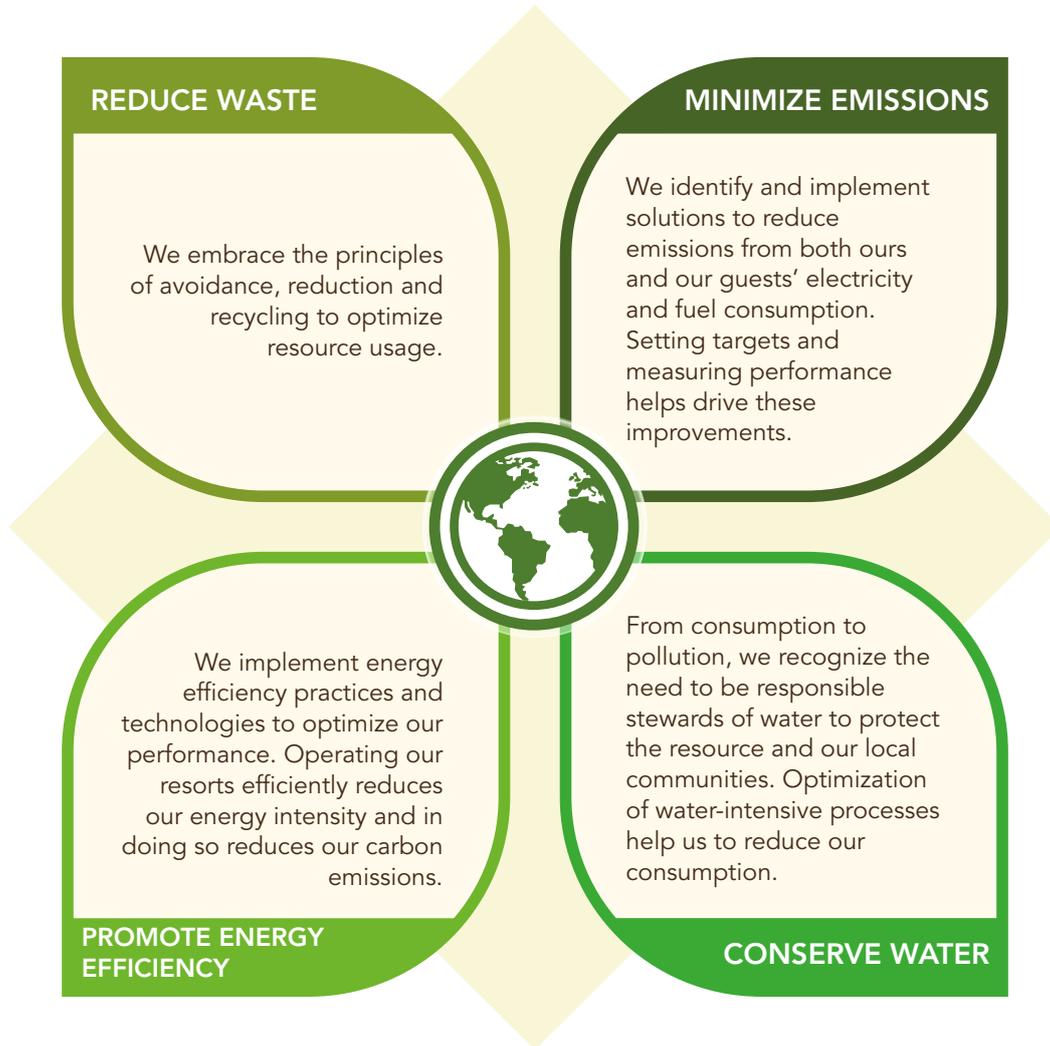
# Environmental Stewardship

We endeavor to provide our guests with premium experiences that are also environmentally considerate. As a sustainable development frontrunner in the hotel industry, Wynn has the highest regard for environmental protection, putting into practice what we preach and also extending our support for green living throughout our community. We have achieved this by incorporating environmental sensitivity into every aspect of our operations, particularly by monitoring and reducing inefficient consumption and embracing technologies that help us to responsibly manage our use of natural resources.

In 2021, we were delighted to attain a Gold Award from the 2020 Macao Green Hotel Awards in recognition of the efforts we have been making all these years. It is from our environmental governance measures, advanced technology, and the collaborative spirit of our team members that we celebrate such recognition. Indeed, our success does not come from remaining stagnant. Progress is part of our nature, and our commitment to sustainability is a testament to the evolution of our Company. Our approach to sustainability is built on a core principle: care for our guests and our planet. This means providing award-winning service at our resorts worldwide, in a manner that respects communities, people, and our environment.



Our main environmental management objectives are to:



We have been using EarthCheck – one of the world’s most scientifically rigorous environmental management systems (EMS) designed specifically for companies operating in the travel and tourism industries. It helps us measure, monitor, and manage key environmental indicators such as energy and water consumption as well as waste production.

Throughout these years the EarthCheck system has enabled us to continuously improve the standards we use to measure and monitor our environmental performance. In 2021, we further formalized our EMS approach by signing up for their quantitative benchmarking evaluation with the aim of attaining their internationally recognized certification. This involved a detailed assessment of our environmental and social performance against sector and regional leaders. We attained Benchmarked Bronze status through our efforts and are now the only operator in Macau to have all its properties EarthCheck benchmarked.

We truly believe that reaching out and educating the community will bring us one step closer to a greener world. Apart from encouraging team members to reduce food waste at our employee dining rooms through our "Clean Plate Challenge" and turning leftovers into fertilizer for gardening in the resort, we have also organized regular ecological tours for local universities and community groups to introduce our innovative environmentally considerate facilities, such as the Winnow Vision System, the Nordaq 2000 onsite automated water bottling plant, our vertical garden, our aquaponic system and more.

Further details about our performance can be found in the [2021 Performance Metrics](#) section.

## Promoting Energy Efficiency

A key part of responsible energy management is through enhanced efficient use of energy, which includes fuel and electricity. Our overall energy use during 2021 declined at a steady rate from 0.42 mWh/m<sup>2</sup> in 2019 to 0.35 mWh/m<sup>2</sup> in 2021 (15.3% reduction as compared to pre-pandemic conditions). This is mainly attributed to reduced guest numbers both staying in our hotels and frequenting our casino and F&B outlets as a result of COVID-19 related restrictions.

## Conserving Water

We aim to reduce the amount of water we use by maximizing our water efficiencies and at all our resorts we utilize water-saving technology wherever possible. We monitor and reduce our water usage in several ways, such as investing in smart technologies, monitoring our water use on a functional basis, aligning best practices across our resorts, as well as investing in equipment for water efficiency.

A significant portion of water usage in our operations comes from activities of overnight guests, which remained significantly lower than pre-pandemic levels. Water usage decreased overall by 20.8% compared to pre-pandemic conditions in 2019.

## Minimizing Emissions

To significantly reduce carbon emissions, and to show our support for the Macau government’s environmental protection policy, we have introduced a zero-emission electric shuttle bus fleet, which also contributes to improving Macau’s green tourism image. Also encouraging green travel, we provide free electric vehicle charging stations for employees and hotel guests.

We have also been consistently lowering our GHG emissions, and are pleased to report a total GHG emissions reduction of 25.1% since 2017.

## Reducing Waste

For years we have been dedicated to reducing waste and have taken part in various resource donation initiatives that reduce waste and distribute otherwise disused goods to different community organizations. Exemplifying this effort is our food donation program which we launched in 2021. We were the first integrated resort in Macau to donate fruit and food regularly to social organizations in need, reducing food waste and contributing to the community at the same time.

In April 2021, we donated four pallets of food to community groups in need via Caritas Macau. Each pallet comprises 26 types of groceries including whole fruits, rice, noodles, cooking oil, and various canned foods. The groceries and another 1,500 baked goods made by 15 WE Volunteers from Wynn Palace’s F&B department were distributed to local groups.

We have also continued our working relationship with Novetex and have been giving new life to textile waste using the Billie System. In 2021, we sent more than 1,300 kg of discarded uniforms for upcycling through this innovative technology. We have also used the system to upcycle worn-out uniforms into blankets for our team members to use during in-house training.



Beyond our door, again in 2021, we supported Pui Ching Middle School Macau’s team at the International Genetically Engineered Machine (iGEM) Competition. 360 teams from around the world competed to find solutions that use genetic engineering technology. The Macau team provided a solution to reduce local food waste by developing synthetic biology technology to convert that food waste into degradable bioplastics and synthesized acid-resistant genes to overcome the acidic environment of food waste. This solution improves the efficiency of bioplastic conversion. The school won the gold medal in the machine competition for the third consecutive year. In addition to sponsoring part of the funding for the team, Wynn shared its insights on environmental sustainability in the industry, optimizing the team's research direction from the perspective of real world experiences and assisted in deepening the students’ understanding of the value of conducting scientific research from a practical, business-oriented perspective.

We also supported Pui Ching Middle School Macau by sponsoring their #MacauFoodWasteChallenge in August 2021 and encouraged our team members and the community to participate. The challenge was designed in support of the United Nations Sustainable Development Goal (SDG) 12, which addresses responsible consumption and production and aims to address reduced food waste generation and raise social awareness of sustainable development. Participants posted before and after photos of their meals and shared them on social media to help raise awareness of how quickly food waste can accumulate.





## RECOGNITION FOR OUR FOOD WASTE REDUCTION EFFORTS

We were delighted to be recognized for our efforts at the 2<sup>nd</sup> sustainable development forum 2021 – typical cases of carbon neutrality. Co-organized by the All-China Environment Federation, People's Daily Online, and the Center for Environmental Education and Communications of Ministry of Environmental Protection, the results of the forum were officially released after selection by a review panel. The cases were chosen based on an evaluation of their respective innovation, leadership, and community impact. Wynn was the only hospitality company to be recognized from those based in either Macau, Hong Kong or Taiwan.

Our awarded project was based on the adoption of the Winnow Vision System, an artificial intelligence technology that helps us monitor and manage food production and food waste. Its data-driven analysis enables the catering team to understand what categories of foods are going to waste, allowing them to immediately adjust menus and the quantity of ingredients being purchased. This has successfully reduced food waste created by our kitchens and restaurants by at least 35% since 2019.

While reducing food waste we have also partnered up with Fuhong Society of Macau, which helps people living with disabilities to learn new skills, and teaches participants ways of transforming food collected from Wynn into appealing, sellable products such as infused fruit tea, apple chips, and soup packages.

Food waste which cannot be donated is used for compost. Our onsite food waste processors can convert up to one metric ton of food waste into fertilizer each day, providing nourishment for the resort's lawns and gardens.

The recognition affirms our influence in the community, our cultivation of new carbon-neutral business approaches, and our contributions to China's strategy on sustainable development.



# Keeping Our Company Green

While our main environmental objectives help us reduce our use of resources, we can only get so far without continually raising awareness among our staff on the importance of "being green". From day one, each new team member arriving at either Wynn Palace or Wynn Macau undertakes sustainability training during their orientation. This communicates our social and environmental goals and highlights how each employee can behave sustainably at both work and home.

With more than 12,600 employees in Macau, integrating an environmentally considerate mindset throughout our team has had a significant impact on our environmental performance.

## Green Team

We encourage team members to act as ambassadors among their colleagues to reduce waste and energy consumption, both in the workplace and the local community – as part of our Green Team program. We have more than 70 Green Team members who are encouraged to think about and propose new environmentally-friendly practices.



In 2021, Wynn's Green Team members and Green Champions were busy educating their peers and generating eco-friendly solutions in their daily lives, all to help make Wynn more sustainable. For example, to raise awareness of coastal conservation, Wynn collaborated with Macau ECOncious to host a beach clean-up. Nearly 30 volunteers from both parties cleaned away nearly 450 kg of trash comprising mostly of styrofoam, plastic food packaging, and mattresses from Taipa's north coast.



In collaboration with Genervision House, the Green Team organized an SDGs Introduction Workshop. 26 team members from various departments took part in an experiential journey of case studies and games to learn about the blueprint to achieve a better and more suitable future for all.

While celebrating Children's Day, we joined hands with the Ladies' Committee of the Macao Chamber of Commerce and Qingzhou Primary School (Escola Ilha Verde) to organize a green educational tour at Wynn Palace for over 200 primary students, parents, and teachers. Led by the Wynn Green Team, the educational tour highlighted the importance of caring for the environment by showcasing the value of food and the earth's ecosystems and encouraging the students to treasure food and reduce waste.



In addition, we recognize the environmental impact that all the food we serve creates and are determined to offer superb dining options that are sustainably sourced and environmentally considerate. To continuously improve our environmental performance and reduce waste, we have established an F&B Green Team (which consists of nominated F&B Managers) who are undergoing regular training to support four key sustainable goals within the department:

Reduce  
FOOD WASTE

Increase  
RECYCLING RATES

Reduce  
SINGLE-USE  
PLASTICS

Be the  
role model of  
GREEN LIVING



## EMBEDDING SUSTAINABILITY INTO WYNN'S F&B

At Wynn, we understand that the quality of the food we serve in our award-winning restaurants ties directly with our care for the environment. Recognizing how important it is for our chefs and culinary staff to know and appreciate this, we launched a Sustainable F&B Education Series. Available to all F&B team members, the series aims to increase awareness of F&B's supply chain and overall sustainability-related impacts.

Across Wynn's F&B venues, we aim to provide memorable meals that are both exquisite and nutritious. We also think it is important that our team members understand the importance of good nutrition and its benefits for our guests and themselves. Our training course "Understanding Good Nutrition" does just that so that all of Wynn's F&B team members can learn about the food they eat as well as about the essential nutrients and superfoods that our bodies need. We also pointed out various nutrient-rich menu items available in our team dining areas and how best to accommodate guests with dietary restrictions while ensuring an enjoyable dining experience and overall wellness.



We introduced the "Good Food for People and Planet" series to train our team about food sustainability and upskill everyone with relevant knowledge for the hospitality industry. This series was a collaborative effort with international pioneering companies such as Green Monday, Moët Hennessy Diageo and Oatly. We invited them to showcase their sustainable initiatives, food products and packaging design trends to the team.

We hosted a green tour for our team members to introduce them to our various green projects so they have a clear understanding of the waste handling systems throughout our whole hotels. The tour visited our waste rooms where we showcased our recycling corner, food composter and food digester systems. We also visited our award-winning restaurants to talk in-depth about the Winnow Vision System and toured the F&B Academy's hydroponic unit.

To align with our sustainability goals on Carbon Dioxide Emission Reduction and Net-Zero Operations, our F&B Green Team has taken great care to balance the design of our menus with food that is of luxurious quality while also being as environmentally and socially considerate as possible.

We aim to reduce waste by minimizing the use of disposables, eliminating non-sustainable products and promoting a "re-use" culture through initiatives such as minimizing the use of single-use plastic, replacing plastic cling film with reusable food storage containers and replacing paper towels with reusable cloths. Recycling bins are set in every restaurant to sort and recycle resources efficiently. We are committed to provide a sustainable luxury dining experience to our guest.





# Our Governance

# 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 activities, increasing the risk of damage to our reputation and the value of our brands if we fail to act responsibly in a number of areas, such as environmental stewardship, supply chain management, sustainability, workplace conduct, mentorship and guidance, human rights, philanthropy, and support for our local community. Any significant harm to our reputation could have potential impact 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 for many years. Through effective leadership and rigorous corporate oversight, the board of directors of the Company (Board) and executive team take their duty to protect and enhance our remarkable corporate culture seriously as we aim to push 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 decision-making is made with careful consideration to its impact both now and well into the future. This includes taking care of our employees, 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 show our appreciation by giving back to the community in a variety of ways. This includes our ongoing investment in our integrated resorts, in our people, and in the communities of Macau and the Greater Bay Area. 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 employees – we maintain numerous training and development programs. Through a robust emphasis on human resources and staff training, we provide opportunities for movement within our operations to ensure employees can pursue their career goals with us and elevate their functional and leadership skills. Equally important are our hiring decisions, our employee compensation programs, and our workplace policies which all benefit our employees.
- 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 Greater Bay Area 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 and mainland China.
- To support sustainable development for the benefit of Macau and the planet – we are fully committed to monitoring and reducing inefficient energy and resource consumption and embracing technologies that help us to responsibly use our resources. We have also recently committed to the Wynn Resorts Sustainability Goals and are making progress toward reducing or offsetting all carbon dioxide produced by our operations no later than 2050, as well as to 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 shareholders.

We are confident the overriding quality that makes Wynn a 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.

# 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 review the overall effectiveness of our risk management processes, including ESG.

## Sustainability Oversight at Wynn



In 2018, we set up a formal Sustainability department with a dedicated team, led by the Vice President of Sustainability, who reports to the Chief Financial Officer. Our Sustainability department oversees the day-to-day management and implementation of our socially and environmentally focused programs and initiatives. With 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 take on the responsibility of implementing sustainability activities within their various departments. Learn more about the activities of the Green Team in the [Our Planet](#) section.

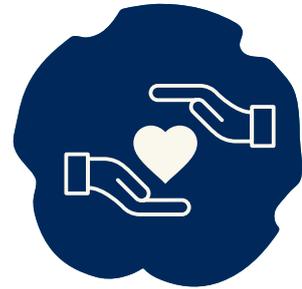
## OUR OVERARCHING COMMITMENT TO SOCIAL RESPONSIBILITY INCLUDES:



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 employees and others in our community

To learn more about our corporate governance and the overall governance structure of the organization, see our [2021 Annual Report](#).

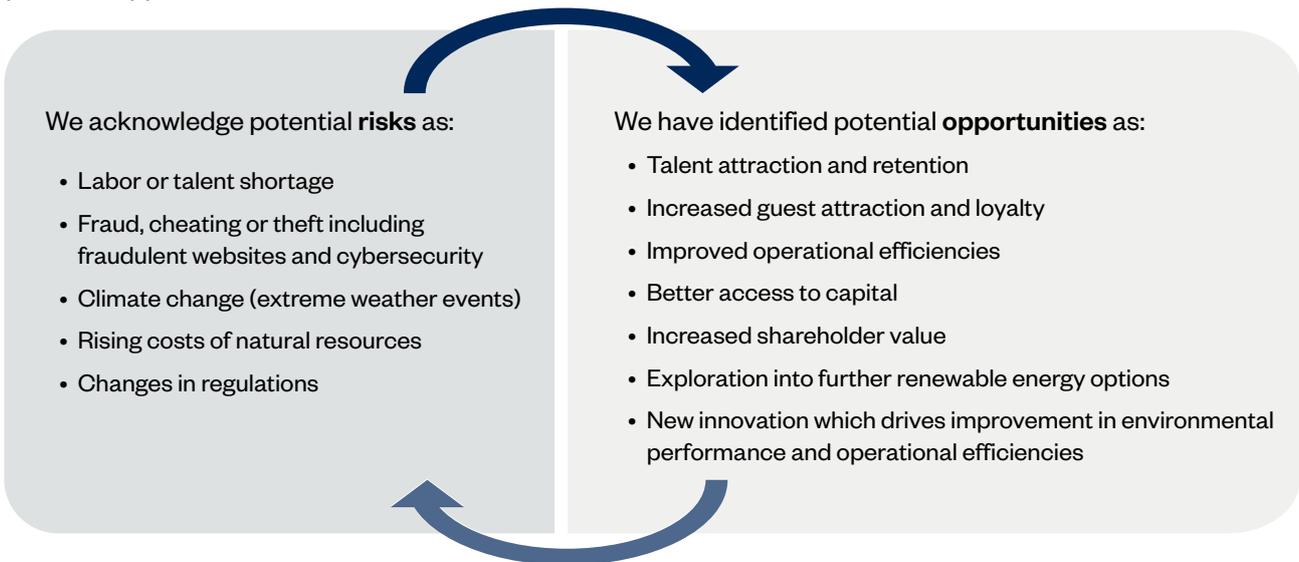
# ESG Risks and Opportunities

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 for determining the nature and extent of which it is willing to take in achieving the Company's strategic objectives. 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, as well as a risk management and compliance system. We also provide onsite risk management training to our department heads and middle management staff during the year to foster a culture of risk management awareness and support the sustainable growth of the entire organization.

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



At the top of both the risks and opportunities lists sits a consistent Macau-specific risk related to obtaining, developing, and retaining a talented workforce. To address this risk, Wynn has created a culture of empowering our dynamic workforce that focuses on nurturing and maintaining our stellar team. These efforts enable our continued commitment to deliver Forbes Five-Star service at our Macau resorts. See the [Our People](#) section for more details.

Macau is also no stranger to extreme weather events and each year this is brought into sharper focus during typhoon season. Climate science forecasts the intensification of tropical storms and typhoons and in response, Wynn is focusing on climate resilience measures that can address this. For example, in response to encouragement from the Macau government, we have created a typhoon preparedness volunteer crew to follow up with local communities after typhoons hit the area.

We see an opportunity from increased stakeholder interest and industry trends in hosting more sustainable events, as well as reducing the amount of plastic and non-recycling materials in our branded gifts. In coming years we will explore 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.

# Our Code of Ethics

To earn and sustain the respect of our guests, colleagues, regulators, and the investment community, we have made a true corporate commitment to compliance in all that we do. That means complying with applicable laws and regulations, as well as with the highest standards of integrity and ethical business conduct.

At Wynn, we believe it is vital to ensure that we maintain our own high standards of business ethics and corporate governance. We are committed to ensuring that our workplace community is defined by honesty, integrity, and excellence. To demonstrate this, all employees, officers and directors, agents, and representatives of Wynn must comply with our Code of Business Conduct and Ethics (Code), which has been approved by our Board. The Code provides employees with guidance and contacts for asking questions and for reporting behaviors that might violate our principles. Because the Code covers topics such as diversity and inclusion, conflicts of interest, political activities, information security, and more, it is foundational to our commitments to sustainability. The audit and risk committee of our Board has responsibility for periodic review and recommendations regarding the Code, as well as other matters of compliance and risk assessment, giving the committee important oversight of our sustainability journey.

## Communicating Concerns

Our Code applies to all employees, officers, directors, and agents of Wynn and its affiliates, regardless of position. If a team member should know of or suspect a violation of applicable laws, rules or regulations, the Code, or the Company's related policies, they are 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, or via "The Wire" our internal platform or one of our whistleblowing hotlines. Our InTouch hotline is available to handle reports on all types of unethical or illegal activity, including but not limited to, violations of accounting, auditing or securities laws, any form of harassment or discrimination, and any misconduct by employees or guests.

Team members can make a report confidentially and anonymously and no one will be subject to retaliation or adverse employment action because of a good faith report of suspected misconduct or for assisting in any investigation of suspected misconduct. 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, we have policies in place to ensure effective and thoughtful labor relations practices including:

### Harassment Prevention Policy

We believe that all employees are entitled to work in a safe environment where they are treated with dignity and respect. Wynn does not tolerate offensive, demeaning, insulting, or otherwise derogatory conduct, and is committed to a workplace that is free from sexual harassment and harassment based on other legally protected characteristics, or any other basis protected by local law, ordinance or regulation. Such behavior is prohibited in any form, whether it occurs between coworkers, involves a supervisor, or happens with persons doing business with or for the Company, including guests and vendors. We take disciplinary action, up to termination of employment for inappropriate conduct. We also believe that we all have a role in creating a positive, safe, respectful work environment. All employees are required to follow and help enforce the Company's harassment and discrimination-related policies and advise the Employee Relations department, the Compliance Officer, the Legal department, the Senior Vice President of Human Resources, or one of our hotlines if they believe those policies have been violated.

### Human Trafficking Prevention Statement

We recognize the destructive effect of human trafficking on the global community as well as the potential intersection between human trafficking and the hospitality industry. We condemn all forms of human trafficking and are committed to implementing effective systems and controls to prevent human trafficking from taking place at our resorts.

For our own operations, and as one of our Sustainability Principles, our Human Resources and Corporate Investigation teams are vigilant in ensuring operations comply with all 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.

## 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 the sustainable and healthy development of Macau's gaming industry, we continuously work with various stakeholders to increase team members, citizens, and tourists' understanding of responsible gaming. In response to the Macau government's responsible gaming campaign themed "Lost Control, Lose Family!", we have continued to partner with different NGOs to organize roadshows, quizzes, workshops, and seminars. We also 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 that promote responsible gaming.

We promote responsible gaming by raising awareness around our facilities through written material regarding the nature and symptoms of problem gaming. In 2021, in support of the Macau government's policies and promotional strategies, we have infused new elements into our annual responsible gaming promotional plan. We have circulated our Wynn Macau and Wynn Palace Implementation Measures of Responsible Gaming 2021 which outlines the many measures we take to promote responsible gaming. These include but are not limited to:

- Advertising responsibly by including a responsible gaming message and/or a toll-free helpline number in advertising messaging where practical;
- Broadcasting videos, including the latest video clip by the Gaming Inspection and Coordination Bureau of Macau "Lost Control, Lose Family!", 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; and
- Providing education to new employees on responsible gaming as well as periodic training to refresh their knowledge.

Internally, to ensure our team members have a solid foundation of knowledge on responsible gaming, we provide e-learning courses twice a year, covering topics on existing responsible gaming policies, the symptoms of gambling disorders and other responsible gaming topics. These courses offer updates to team members and enable them to strengthen their resilience to problem gambling, building on our comprehensive introduction about responsible gaming at orientation when they first join the Company. They also help team members to further understand the emotional distress faced by people with gambling disorders, as well as the variety of support options available and the benefits of wise financial planning.

Throughout 2021, between the e-learning training, orientation training, and responsible gaming ambassador workshop, our team members attended over 5,700 hours of responsible gaming training. We also received particularly positive feedback from team members on two training workshops themed "Lost Control, Lose Family – Building up financial management value for preventing gambling disorder". The training sessions were attended by 56 team members from Wynn Macau and Wynn Palace.



# Anti-Corruption and Anti-Money Laundering

We have zero tolerance for money laundering at Wynn. We have a suite of policies relating to anti-money laundering and the financing of terrorism, topics such as compliance with laws, rules and regulations, conflict of interest, employment of immediate family members and relatives as well as anti-corruption and anti-bribery. These policies give a set of guiding principles that all team members must adopt and apply to their everyday work. Our long-established anti-money laundering committee functions independently and ensures all relevant Wynn operational divisions adhere to these policies and act in compliance with Macau law and per our company-wide culture of compliance.

## Training Our Team

Anti-money laundering training across our team is conducted to help employees detect suspicious financial activities and regularly perform internal audits to help prevent them. All Wynn employees are required to take part in selected training, and for certain job positions, additional training is mandatory. On their very first day with the Company, all employees receive responsible gaming and compliance training, including anti-money laundering. In addition, all employees are required to regularly complete e-learning programs in both anti-money laundering and responsible gaming. To prevent and detect suspicious financial activity, we test all staff 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
  - Wynn's Anti-Corruption Policy

There were no cases of bribery or corruption reported in 2021, nor were any legal cases regarding corrupt practices brought against the Company or its employees during the reporting period. We also experienced no monetary losses due to legal proceedings associated with money laundering in 2021. We attribute this to our ongoing employee education on the importance of responsible gaming and anti-money laundering, as well as ethics, compliance, and safety.

# About this Report

This Sustainability Report (Report) covers the calendar year 2021. 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 for the convenience of our readers. Comprehensive coverage of our financial performance can be found in our [2021 Annual Report](#).

This Report was developed referencing existing local and globally recognized reporting frameworks. It has been prepared in accordance with the ESG Reporting Guide as set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (HKEX) and referencing the Global Reporting Initiative (GRI) Standards, covering the core operations and activities of Wynn. It also references the Sustainability Accounting Standards Board (SASB) for industry-specific impacts in the hotel, gaming and F&B industries. In addition, we prepared our carbon footprint disclosures using the GHG Protocol.

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

## Material ESG Topics

As outlined in our Sustainability Principles, our approach to sustainability is inclusive of 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 topics, which we monitor regularly. Executive management members and the Board are responsible for our efforts towards ESG, and we have linked monetary awards to performance over said initiatives.

In 2021, we conducted a stakeholder engagement exercise and materiality assessment to review on the topics of concern amongst our internal and external stakeholders. The objectives of this engagement exercise and assessment were to:

- Gauge what ESG topics they think are most critical to Wynn's business and update the list of material ESG topics for reporting;
- Understand stakeholders' understanding and thoughts on sustainability in general and at Wynn; and
- Gain their insights about sustainability at Wynn.

To conduct our stakeholder engagement and materiality assessment in 2021, we have taken the following steps, and the resulting material ESG topics are set out below.

## Stakeholder Engagement and Materiality Assessment Process:

### Topic Identification

We identified the 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 look to various frameworks for ESG reporting, including the HKEX ESG Reporting Guide, GRI Standards and SASB industry standards for reporting. We revisit these frameworks regularly and rely on external resources for updates to the evolving requirements.



### Topic Prioritization

We reviewed and prioritized all topics that stakeholders may find relevant, then we identified the stakeholders to conduct the engagement exercise through survey and interviews, based on their perceived willingness to engage about 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, 15 material ESG topics were identified.



### Topic Validation

We discussed the 15 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.



### ESG Strategy Formulation

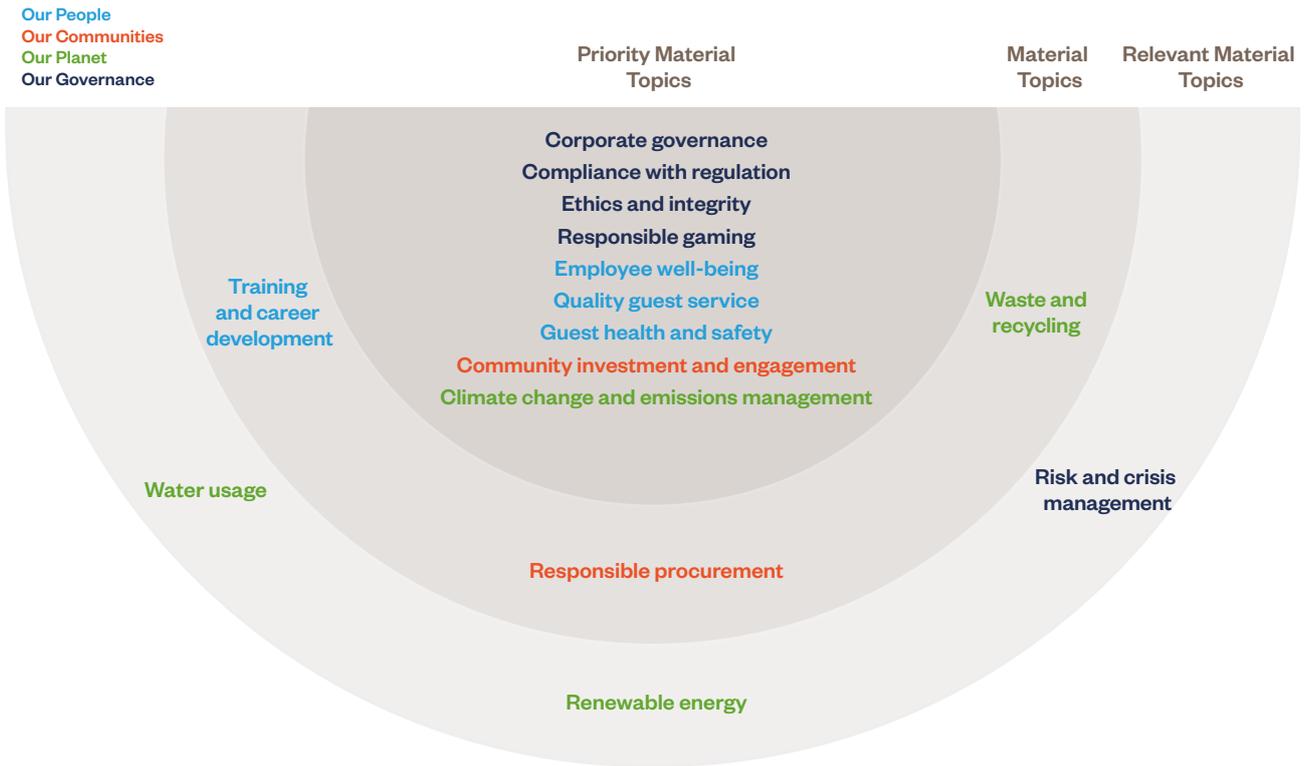
Based on the resulting material ESG topics derived from the stakeholder engagement exercise and materiality assessment, we formulated our ESG strategy and reporting framework into four sections:

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

## The Resulting 2021 Material ESG Topics:

<b>Environmental</b>	<ul style="list-style-type: none"><li>• Climate change and emissions management</li><li>• Waste and recycling</li><li>• Water usage</li><li>• Renewable energy</li></ul>
<b>Social</b>	<ul style="list-style-type: none"><li>• Employee well-being<ul style="list-style-type: none"><li>- including occupational health and safety of employees</li></ul></li><li>• Quality guest service</li><li>• Community investment and engagement</li><li>• Guest health and safety</li><li>• Training and career development</li><li>• Responsible procurement</li></ul>
<b>Governance</b>	<ul style="list-style-type: none"><li>• Corporate governance</li><li>• Compliance with regulation</li><li>• Ethics and integrity<ul style="list-style-type: none"><li>- including anti-corruption and labor rights</li></ul></li><li>• Responsible gaming</li><li>• Risk and crisis management</li></ul>

## Materiality Matrix



Our conversation highlighted the role of sustainability in the luxury hospitality industry and that guests may increasingly expect sustainability considerations to be embedded throughout operations. We also found that Macau’s tourism base is an opportunity to develop the global sustainable hospitality space – such as hosting zero-waste events, taking the lead on sustainable food services, and providing more eco-considerate gifts and products.

All the insights gained from the engagement have been shared with our management team and our material ESG topics have been reviewed biennially.

## Topic Boundaries

Following identification of our material ESG topics, we determined the boundaries for each material issue 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 and sign-off by relevant sustainability team members that support Wynn's response to the relevant material ESG topics.

The table below indicates how our 2021 material ESG topics address internal and external impacts of the Company's activities and the stakeholder groups most affected by these actions for each of our material ESG topics.

Material Topics	Impact location		Stakeholder group(s) affected
	Internal	External	
<b>Environmental</b>			
Climate change and emissions management		X	Government, Local communities
Waste and recycling	X	X	Government, Local communities
Water usage	X	X	Employees, Government, Guests, Local communities
Renewable energy	X	X	Employees, Government, Guests, Local communities
<b>Social</b>			
Employee well-being	X	X	Employees, Government, Guests
Quality guest service	X	X	Employees, Government, Guests
Community investment and engagement		X	Government, Local communities, NGOs
Guest health and safety	X	X	Employees, Government, Guests
Training and career development	X		Employees
Responsible procurement		X	Local communities, Suppliers and local SMEs
<b>Governance</b>			
Corporate governance	X	X	Government, Investors, NGOs
Compliance with regulation	X	X	Government, Investors
Ethics and integrity	X	X	Employees, Government, Guests
Responsible gaming	X	X	Employees, Government, Guests, NGOs
Risk and crisis management	X	X	Government, Investors

## Our Stakeholders

At Wynn, we understand the importance of continuous, active, and 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, and representatives from NGOs, local community groups and 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

## 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
- » Survey and interview

## 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
- » Staff informational exhibitions
- » Reward and recognition programs
- » Wynn Stories
- » Survey and interview

## 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

# 2021 Performance Metrics

## Employees

Workforce Demographics	2021	2020	2019
<b>Total employees<sup>1</sup></b>	<b>12,671</b>	<b>13,417</b>	<b>13,674</b>
<b>By gender</b>			
Male	6,302	6,740	6,877
Female	6,369	6,677	6,797
<b>By age group</b>			
Under 30 years old	1,934	2,561	3,051
- % of workforce	15.3%	19.1%	22.3%
30-50 years old	7,713	8,012	7,984
- % of workforce	60.9%	59.7%	58.4%
Over 50 years old	3,024	2,844	2,639
- % of workforce	23.8%	21.2%	19.3%
<b>Employees by gender (male / female)</b>	<b>49.7% / 50.3%</b>	<b>50.2% / 49.8%</b>	<b>50.3% / 49.7%</b>
<b>Employees at management level<sup>2</sup></b>	<b>1,155</b>	<b>1,166</b>	<b>1,238</b>
Management employees <sup>2</sup> (% of workforce)	9.1%	8.7%	9.1%
<b>Turnover statistics<sup>3</sup></b>			
<b>Turnover rate</b>	<b>9.2%</b>	<b>6.6%</b>	<b>11.7%</b>
<b>By gender</b>			
Male	10.6%	7.4%	11.5%
Female	7.8%	5.8%	12.0%
<b>By age group</b>			
Under 30 years old	18.1%	11.5%	22.0%
30-50 years old	8.6%	5.9%	9.6%
Over 50 years old	4.9%	4.3%	6.1%
Voluntary turnover rate <sup>4</sup>	6.9%	4.2%	10.1%
Involuntary turnover rate <sup>5</sup>	2.3%	2.4%	1.6%
<b>Employee Health and Safety</b>			
<b>Injury rate (IR) (incidents per 200,000 hours)<sup>6</sup></b>	<b>1.8</b>	<b>1.3</b>	<b>3.2</b>
<b>Lost days rate (LDR) (days per 200,000 hours)<sup>7</sup></b>	<b>36.5</b>	<b>25.0</b>	<b>78.5</b>
<b>Absentee rate (AR) (% of total days worked)<sup>8</sup></b>	<b>1.6%</b>	<b>1.4%</b>	<b>2.0%</b>

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

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

<sup>3</sup> Turnover 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.

<sup>4</sup> Voluntary turnover rate is calculated using average employees as the denominator.

<sup>5</sup> Involuntary turnover rate is calculated using average employees as the denominator.

<sup>6</sup> Injury 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.

<sup>7</sup> Lost 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.

<sup>8</sup> Absentee 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 the only 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.

	2021	2020	2019
% of employees trained <sup>9</sup>	87.1%	89.3%	96.6%
% of employees trained - male / female <sup>9</sup>	82.6% / 91.5%	87.4% / 91.3%	96.2% / 96.9%
% of employees trained - management / non-management <sup>9</sup>	96.7% / 86.1%	97.2% / 88.6%	95.1% / 96.7%
Average employee training (hours) - male / female <sup>10</sup>	9.7 / 11.0	6.9 / 8.3	11.1 / 13.6
Average employee training (hours) - management / non-management <sup>10</sup>	16.5 / 10.7	17.6 / 7.1	17.0 / 10.9
% of employees anti-corruption policies communicated	100% <sup>11</sup>	94% <sup>12</sup>	100% <sup>11</sup>
Number of management employees receiving formal anti-corruption training	745	745	735

## Community Engagement

	2021	2020	2019
Monetary donations (HK\$ millions)	142.2	119.6	140.4
Events <sup>13</sup>	86	93	156
Volunteer hours <sup>14</sup>	22,505	14,000	15,959
WE Volunteer team members	2,701	2,635	2,442
Event participants <sup>15</sup>	6,590	4,018	4,519

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

<sup>10</sup> The average employee training hours per employee is calculated using the average employees during the year.

<sup>11</sup> The percentage excludes team members who left the company and on long-term leave.

<sup>12</sup> The percentage for 2020 decreased because several employees were not able to complete the annual policy acknowledgement as they were stranded outside Macau, or were taking voluntary time off during the year due to COVID-19 related measures.

<sup>13</sup> Events included both Wynn and non-Wynn organized events in which Wynn team members participated.

<sup>14</sup> Volunteer hours included friends and families of employees who also participated in the events.

<sup>15</sup> Event participants included friends and families of employees who also participated in the events.

## Environmental Performance

Emissions	2021	2020	2019
Nitrogen oxides emissions (NOx in kg per kilometer) (guest transport)	52	448	8,212
Sulfur oxides emissions (SOx in kg per liter) (guest transport)	2	2	18
Particulate matter emissions (PM in kg per kilometer) (guest transport)	4	43	812
Greenhouse gas emissions (t CO <sub>2</sub> e) <sup>16</sup>	204,464	188,193	253,375
Scope 1 emissions (t CO <sub>2</sub> e)	10,998	9,121	14,825
Scope 2 emissions (t CO <sub>2</sub> e) <sup>17</sup>	193,466	179,072	238,550
Carbon intensity (t CO <sub>2</sub> e per m <sup>2</sup> )	0.25	0.23	0.31

Energy	2021	2020	2019
Total energy consumption (mWh) <sup>18</sup>	286,690	268,340	338,634
Energy consumption intensity (mWh per m <sup>2</sup> ) <sup>19</sup>	0.35	0.33	0.42

Water Consumption (in m <sup>3</sup> )	2021	2020	2019
<b>By location</b>			
Wynn Palace	1,145,484	984,432	1,390,713
Wynn Macau	810,771	769,662	1,080,767
<b>Total</b>	<b>1,956,255</b>	<b>1,754,094</b>	<b>2,471,480</b>
Water consumption intensity (m <sup>3</sup> per guest night)	3.5	5.8	2.6

<sup>16</sup> Greenhouse gas emissions are calculated based on the Greenhouse Gas Protocol.

<sup>17</sup> The CEM electricity emissions factor changes each year based on the mix of their energy purchase. Electricity usage accounts for approximately 80% of our energy usage.

<sup>18</sup> Our energy consumption includes electricity, gas, diesel, natural gas and liquefied petroleum gas all converted to an equivalent unit. Our scope excludes offsite warehouses and dormitories, a small development office and the employee shuttle buses.

<sup>19</sup> Energy consumption intensity is based on the resort footprint (m<sup>2</sup>) and includes gaming, convention, hotel, retail and F&B operations.

## Environmental Performance

Waste	2021	2020	2019
Non-hazardous waste (tonnes)	7,935	7,054	15,177
Non-hazardous waste intensity (kg per m <sup>2</sup> )	9.74	8.66	18.6

Recycling (Diverted waste in kg)	2021	2020	2019
Cardboard	386,205	339,349	723,864
Glass	20,568	15,929	58,824
Cooking oil	33,530	26,377	57,119
Batteries	19,778	103,784	49,288
Scrap metal	22,465	3,831	19,695
Soap	4,883	3,858	11,255
Other <sup>20</sup>	132,436 <sup>21</sup>	11,454	10,323
<b>Total</b>	<b>619,865</b>	<b>504,582</b>	<b>930,368</b>

## Procurement

Procurement Spend Percentage by Region	2021	2020	2019
Macau	85.1%	82.8%	76.1%
Hong Kong	8.9%	11.0%	14.7%
Others	6.0%	6.2%	9.2%
Procurement Suppliers Percentage by Region	2021	2020	2019
Macau	58.6%	54.8%	50.0%
Hong Kong	24.8%	26.2%	27.5%
Others	16.6%	19.0%	22.5%

<sup>20</sup> Other includes but may not be limited to electronics, aluminium, light tubes, coffee capsules, paper, various plastics, uniforms and food.

<sup>21</sup> Uniforms, food diversion and food donation included in Other since 2021.

# Content Index

# Combined GRI & HKEX Index

This index references information related to disclosures from the GRI Standards of 2016 (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 102: General Disclosures						
Organizational Profile						
102-1	--	Name of the organization	<ul style="list-style-type: none"> <li>Welcome to Wynn</li> <li>Content Index</li> </ul>	Wynn Macau, Limited (“WML”, “Wynn”, “we” or the “Company”)		
102-2		Activities, brands, products, and services		<ul style="list-style-type: none"> <li><a href="#">WML 2021 Annual Report</a> <ul style="list-style-type: none"> <li>Management Discussion and Analysis</li> </ul> </li> <li><a href="#">Wynn Macau</a> and <a href="#">Wynn Palace</a> websites</li> </ul>		
102-3		Location of headquarters		Rua Cidade de Sintra, NAPE, Macau		
102-4		Location of operations		Macau SAR, People’s Republic of China		
102-5		Ownership and legal form		<ul style="list-style-type: none"> <li>A publicly listed company on the Hong Kong Stock Exchange</li> <li>Approximately 72% beneficially held by Wynn Resorts, Limited</li> </ul>		
102-6		Markets served		<a href="#">WML 2021 Annual Report</a> <ul style="list-style-type: none"> <li>Management Discussion and Analysis</li> </ul>		
102-7		Scale of the organization		<ul style="list-style-type: none"> <li>Welcome to Wynn                             <ul style="list-style-type: none"> <li>2021 Highlights</li> </ul> </li> <li>Our People                             <ul style="list-style-type: none"> <li>2021 At a Glance</li> </ul> </li> <li>2021 Performance Metrics</li> <li>Content Index</li> </ul>	<a href="#">WML 2021 Annual Report</a> <ul style="list-style-type: none"> <li>Management Discussion and Analysis</li> </ul>	
102-8		KPI B.1		Information on employees and other workers	<ul style="list-style-type: none"> <li>Our People</li> <li>2021 Performance Metrics</li> <li>Content Index</li> </ul>	<a href="#">WML 2021 Annual Report</a> <ul style="list-style-type: none"> <li>Directors and Senior Management</li> </ul>
102-9		KPI B.5.1 KPI B.5.2		Supply chain management	<ul style="list-style-type: none"> <li>Our Communities                             <ul style="list-style-type: none"> <li>Responsible Procurement</li> </ul> </li> <li>2021 Performance Metrics</li> <li>Content Index</li> </ul>	<p>We have developed relationships with an exclusive network of suppliers to ensure our quality standards and procurement requirements are met on competitive terms. All suppliers are assessed using a three-phase internal approval process by senior management, department users, and Procurement and Corporate Investigation departments.</p> <p>As best as we can, we select suppliers who demonstrate sound sustainable practices that are aligned with our vision for sustainability. The supplier bidding process requires inputs from at minimum three bidders, and at least one of those must be a local, Macau-based SME wherever possible.</p>
102-10		--		Significant changes to the organization and its supply chain	<ul style="list-style-type: none"> <li>Content Index</li> </ul>	In 2021, WML made no significant changes to the organization and supply chain.
102-11				Precautionary principle or approach		<a href="#">WML 2021 Annual Report</a> <ul style="list-style-type: none"> <li>Corporate Governance Report</li> </ul>

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
GRI 102: General Disclosures				
Organizational Profile				
102-12	--	External initiatives	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	<ul style="list-style-type: none"> <li>• EarthCheck Benchmarking</li> <li>• United Nations - Sustainable Development Goals (UN SDGs)</li> <li>• HACCP</li> <li>• Clean the World</li> <li>• Macau Productivity and Technology Transfer Center (CPTTM)</li> <li>• MSC CoC</li> <li>• ASC CoC</li> </ul>
102-13	--	Membership of associations		<ul style="list-style-type: none"> <li>• US Green Building Council</li> <li>• Pacific Asia Travel Association</li> <li>• International Association for Food Protection (IAFP)</li> <li>• The Food Safety Consortium (FSC) - Hong Kong Polytechnic University</li> <li>• Macau Responsible Gaming Association</li> <li>• The Women's General Association of Macau</li> </ul>
Strategy				
102-14	--	Statement from senior decision-maker	<ul style="list-style-type: none"> <li>• Welcome to Wynn - A Message from Linda Chen</li> </ul>	--
102-15	--	Key impacts, risks, and opportunities	<ul style="list-style-type: none"> <li>• Our Governance - ESG Risks and Opportunities</li> <li>• Content Index</li> </ul>	<a href="#">WML 2021 Annual Report</a> - Management Discussion and Analysis - Material Risk Factors
Ethics and Integrity				
102-16	--	Values, principles, standards, and norms of behavior	<ul style="list-style-type: none"> <li>• Welcome to Wynn - Our Values - Our Approach to Sustainability</li> <li>• Our People - Our Core Behaviors</li> <li>• Our Governance - Our Code of Ethics</li> <li>• Content Index</li> </ul>	<a href="#">WML Sustainability Principles</a>
102-17	--	Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"> <li>• Our Governance - Our Code of Ethics</li> <li>• Content Index</li> </ul>	<a href="#">WML Sustainability Principles</a>
Governance				
102-18	--	Governance structure		<a href="#">WML 2021 Annual Report</a> - Corporate Governance Report
102-19	--	Delegating authority	<ul style="list-style-type: none"> <li>• Our Governance - Board Oversight of ESG Issues</li> </ul>	<a href="#">WML 2021 Annual Report</a> - Corporate Governance Report
102-20	--	Executive-level responsibility for economic, environmental, and social topics	<ul style="list-style-type: none"> <li>• Sustainability Governance</li> <li>• Content Index</li> </ul>	Our Board directly supports our sustainability initiatives by prioritizing ESG goals to drive long-term corporate value.
102-26	--	Role of highest governance body in setting purpose, values, and strategy		--
102-29	GD A4	Identifying and managing economic, environmental, and social impacts	<ul style="list-style-type: none"> <li>• Our Planet - Environmental Message - Environmental Stewardship</li> <li>• Our Governance - ESG Risks and Opportunities</li> </ul>	--
102-30	--	Effectiveness of risk management processes	<ul style="list-style-type: none"> <li>• Our Governance - Board Oversight of ESG Issues</li> </ul>	--
102-31	--	Review of economic, environmental, and social topics	<ul style="list-style-type: none"> <li>• Sustainability Governance</li> <li>• ESG Risks and Opportunities</li> <li>• About this Report - Material ESG Topics</li> </ul>	--
102-32	--	Highest governance body's role in sustainability reporting	<ul style="list-style-type: none"> <li>• Our Governance - Board Oversight of ESG Issues</li> <li>• Content Index</li> </ul>	This report has been reviewed by WML's CEO and Board of Directors.

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS	
<b>GRI 102: General Disclosures</b>					
<b>Stakeholder Engagement</b>					
102-40	--	List of stakeholder groups	<ul style="list-style-type: none"> <li>About this Report</li> <li>- Our Stakeholders</li> </ul>	--	
102-41		Collective bargaining agreements	<ul style="list-style-type: none"> <li>Content Index</li> </ul>	Our employees are not members of a labor union and we are not party to any collective bargaining or similar agreements with our employees.	
102-42		Identifying and selecting stakeholders	<ul style="list-style-type: none"> <li>About this Report</li> <li>- Our Stakeholders</li> </ul>	--	
102-43		Approach to stakeholder engagement			
<b>Reporting Practice</b>					
102-45	--	Entities included in the consolidated financial statements	<ul style="list-style-type: none"> <li>Content Index</li> </ul>	<a href="#">WML 2021 Annual Report</a> <ul style="list-style-type: none"> <li>- Financial Statements</li> <li>- Notes to Financial Statements</li> <li>- 1. Corporate and Group Information</li> </ul>	
102-46		Defining report content and topic boundaries	<ul style="list-style-type: none"> <li>About this Report</li> </ul>	--	
102-47		List of material topics	<ul style="list-style-type: none"> <li>About this Report</li> <li>- Material ESG Topics</li> </ul>	--	
102-48		Restatements of information	<ul style="list-style-type: none"> <li>Content Index</li> </ul>	There have been no material restatements during the period.	
102-49		Changes in reporting		There are no significant changes from previous reporting periods in the list of material topics and topic boundaries.	
102-50		Reporting period	<ul style="list-style-type: none"> <li>About this Report</li> <li>Content Index</li> </ul>	The highlights, content, and metrics shared in this report cover the calendar year of 2021. We have provided trend data where feasible.	
102-51		Date of most recent report	<ul style="list-style-type: none"> <li>Content Index</li> </ul>	Our prior <a href="#">Sustainability Report</a> was published in July 2021.	
102-52		Reporting cycle	<ul style="list-style-type: none"> <li>About this Report</li> </ul>	--	
102-53		Contact point for questions regarding the report	<ul style="list-style-type: none"> <li>Content Index</li> </ul>	Rishi Tirupari, Vice President - Sustainability Email: <a href="mailto:Sustainability@wynnpalace.com">Sustainability@wynnpalace.com</a>	
102-54		Claims of reporting in accordance with the GRI Standards	<ul style="list-style-type: none"> <li>About this Report</li> <li>Content Index</li> </ul>	This index references information related to disclosures from the GRI Standards of 2016 (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.	
102-55		GRI content index	<ul style="list-style-type: none"> <li>Content Index</li> </ul>	--	
<b>MATERIAL TOPICS - GRI 200 SERIES (ECONOMIC TOPICS)</b>					
<b>GRI 201: Economic Performance</b>					
103-2 (c-i)		GD B8	Discussion of management approach and related policies (Policies on community engagement)	<ul style="list-style-type: none"> <li>Our Communities</li> <li>Content Index</li> </ul>	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"> <li>Our Communities</li> <li>2021 Performance Metrics</li> <li>Content Index</li> </ul>	<a href="#">WML 2021 Annual Report</a> <ul style="list-style-type: none"> <li>- Financial Statements</li> </ul>
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"> <li>Our Governance</li> <li>- Board Oversight of ESG Issues</li> <li>- ESG Risks and Opportunities</li> <li>Content Index</li> </ul>	<a href="#">WML 2021 Annual Report</a> <ul style="list-style-type: none"> <li>- Management Discussion and Analysis</li> <li>- Material Risk Factors</li> </ul>	
201-3	--	Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> <li>Our People</li> <li>- Empowering Our Team</li> <li>- Rewarding Great Work</li> <li>Content Index</li> </ul>	<a href="#">WML 2021 Annual Report</a> <ul style="list-style-type: none"> <li>- Report of the Directors</li> <li>- Remuneration Policy</li> </ul>	

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
MATERIAL TOPICS - GRI 200 SERIES (ECONOMIC TOPICS)				
GRI 203: Indirect Economic Impacts				
103-2 (c-i)	GD B8	Discussion of management approach and related policies (Policies on community engagement)	<ul style="list-style-type: none"> <li>Welcome to Wynn                             <ul style="list-style-type: none"> <li>- Wynn Care Foundation</li> </ul> </li> <li>Our Communities</li> </ul>	--
203-2	KPI B8.1	Significant indirect economic impacts (Focus areas of contribution on community investment)	<ul style="list-style-type: none"> <li>Welcome to Wynn                             <ul style="list-style-type: none"> <li>- Wynn Care Foundation</li> </ul> </li> <li>Our Communities</li> </ul>	--
GRI 204: Procurement Practices				
103-1 103-2 (c-i)	GD B5 KPI B5.3	Discussion of management approach and related policies (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"> <li>Our Communities                             <ul style="list-style-type: none"> <li>- Responsible Procurement</li> </ul> </li> </ul>	--
--	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	--	Proportion of spending on local suppliers	<ul style="list-style-type: none"> <li>2021 Performance Metrics</li> </ul>	--
GRI 205: Anti-corruption				
103-1 103-2 (c-i)	GD B7	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>Welcome to Wynn                             <ul style="list-style-type: none"> <li>- Our Approach to Sustainability</li> </ul> </li> <li>Our Governance                             <ul style="list-style-type: none"> <li>- Anti-Corruption and Anti-Money Laundering</li> </ul> </li> </ul>	--
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"> <li>Our Governance                             <ul style="list-style-type: none"> <li>- Anti-Corruption and Anti-Money Laundering</li> </ul> </li> <li>Content Index</li> </ul>	<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>

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
<b>MATERIAL TOPICS - GRI 200 SERIES (ECONOMIC TOPICS)</b>				
<b>GRI 205: Anti-corruption</b>				
205-3	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"> <li>Content Index</li> </ul>	<p>There were no incidents of corruption nor any identified legal cases regarding corrupt practices in 2021. We have not identified any non-compliance with laws and/or regulations.</p> <p><a href="#">WML 2021 Annual Report</a></p> <ul style="list-style-type: none"> <li>Financial Statements</li> <li>Notes to Financial Statements</li> <li>25. Commitments and Contingencies</li> </ul>
--	KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	<ul style="list-style-type: none"> <li>Our Governance</li> <li>Our Code of Ethics</li> <li>Communicating Concerns</li> </ul>	--
<b>GRI 206: Anti-competitive Behavior</b>				
206-1	--	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<ul style="list-style-type: none"> <li>Content Index</li> </ul>	<p><a href="#">WML 2021 Annual Report</a></p> <ul style="list-style-type: none"> <li>Financial Statements</li> <li>Notes to Financial Statements</li> <li>25. Commitments and Contingencies</li> </ul>
<b>MATERIAL TOPICS - GRI 300 SERIES (ENVIRONMENTAL TOPICS)</b>				
<b>GRI 301: Materials</b>				
103-2 (c-i)	GD A2 GD A3	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>Content Index</li> </ul>	<p>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 2021. Packaging related to procurement of goods is handled as part of our plastic reduction plan and waste management system.</p>
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)		
<b>GRI 302: Energy</b>				
103-1 103-2 (c-i)	GD A2 GD A3	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>Our Planet</li> <li>Environmental Stewardship</li> <li>Content Index</li> </ul>	<p>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.</p>
302-1	KPI A2.1	Energy consumption within the organization	<ul style="list-style-type: none"> <li>Our Planet</li> <li>Environmental Stewardship</li> <li>2021 Performance Metrics</li> </ul>	--
302-2	--	Energy consumption outside of the organization	<ul style="list-style-type: none"> <li>2021 Performance Metrics</li> </ul>	--
302-3	KPI A2.1	Energy intensity	<ul style="list-style-type: none"> <li>2021 Performance Metrics</li> <li>Content Index</li> </ul>	<p>Energy usage intensity is comprehensive of resort operations including gaming, convention, hotel, retail, and F&amp;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&amp;B covers, total employees) that may increase or decrease energy usage are considered in the equation.</p>
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"> <li>Our Planet</li> <li>Environmental Stewardship</li> <li>Content Index</li> </ul>	<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. In 2021, 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
<b>MATERIAL TOPICS - GRI 300 SERIES (ENVIRONMENTAL TOPICS)</b>				
<b>GRI 303: Water and effluents (2018)</b>				
103-1 103-2 (c-i)	GD A2 GD A3	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>Our Planet</li> <li>- Environmental Stewardship</li> <li>Content Index</li> </ul>	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 A3.1	Interactions with water as a shared resource (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"> <li>Our Planet</li> <li>- Environmental Stewardship</li> <li>Content Index</li> </ul>	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 baseline). In 2021 we achieved a decrease of 20.8% compared to our pre-pandemic baseline. 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.
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)		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.  We assess water risk using the World Resources Institute Water Stress Map.  Water Risk Assessment 2021: Macau: Low - Medium (10-20%)  Source: <a href="#">World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas</a>
303-4	GD A1	Water discharge	<ul style="list-style-type: none"> <li>Content Index</li> </ul>	Nearly all of Macau's water comes from the West River's Modaoemen Channel in Zhuhai City, mainland China.  All wastewater is discharged to local municipal treatment systems in compliance with applicable legal requirements.
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"> <li>2021 Performance Metrics</li> <li>Content Index</li> </ul>	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.
<b>GRI 305: Emissions</b>				
103-1 103-2 (c-i) 307-1	GD A1 GD A3	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>Our Planet</li> <li>- Environmental Stewardship</li> <li>Content Index</li> </ul>	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 2021, 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.
305-1	KPI A1.1 KPI A1.2 KPI A1.5	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> <li>Our Planet</li> <li>- Environmental Message</li> <li>- Environmental Stewardship</li> <li>2021 Performance Metrics</li> </ul>	--
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 STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
<b>MATERIAL TOPICS - GRI 300 SERIES (ENVIRONMENTAL TOPICS)</b>				
<b>GRI 306: Waste (2020)</b>				
103-1 103-2 (c-i)	GD A1 GD A3	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>• Our Planet</li> <li>- Environmental Stewardship</li> </ul>	--
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"> <li>• Our Planet</li> <li>- Environmental Stewardship</li> </ul>	--
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"> <li>• Our Planet</li> <li>- Environmental Stewardship</li> <li>• 2021 Performance Metrics</li> <li>• Content Index</li> </ul>	Hazardous waste is not considered a material issue to Wynn as the nature of our business rarely creates such waste. Any hazardous waste we create is disposed of according to local regulations.
	KPI A1.4			--
--	KPI A1.6	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"> <li>• Our Planet</li> <li>- Environmental Stewardship</li> <li>• Content Index</li> </ul>	<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 is a large portion of our total waste. We have various internal targets to reduce food waste, increase recycling, and reduce total waste. Since 2019, we have cut food waste by at least 35% and reduced the amount of waste generated by more than 40%. Once the business is stable, we plan to set long-term targets based on a new baseline, 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>
<b>MATERIAL TOPICS - GRI 400 SERIES (SOCIAL TOPICS)</b>				
<b>GRI 401: Employment</b>				
103-2 (c-i) 419-1	GD B1	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>• Our People</li> </ul>	--
401-1 (b)	KPI B1.2	Employee turnover rate by gender, age group and geographical region	<ul style="list-style-type: none"> <li>• 2021 Performance Metrics</li> <li>• Content Index</li> </ul>	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	<ul style="list-style-type: none"> <li>• Our People</li> <li>- Empowering Our Team</li> <li>- Rewarding Great Work</li> </ul>	--
401-3	--	Parental leave	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	In 2018, we strengthened our family-friendly policies for all eligible team members by increasing maternity and paternity paid leave to 10-week and 1-week, respectively.

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
<b>MATERIAL TOPICS - GRI 400 SERIES (SOCIAL TOPICS)</b>				
<b>GRI 403: Occupational Health &amp; Safety (2018)</b>				
103-1 103-2 (c-i) 403-1 419-1	GD B2 KPI B2.3	Discussion of management approach and related policies (Description of occupational health and safety measures adopted, and how they are implemented and monitored)	<ul style="list-style-type: none"> <li>• Welcome to Wynn - Leading Through Crisis</li> <li>• Our People - Keeping Our Team Safe</li> <li>• Content Index</li> </ul>	<p>In 2021, there were no major incidents of non-compliance or grievances in relation to health and safety laws and regulations.</p> <p>There were no incidents of occupational disease in 2021.</p>
403-5	--	Worker training on occupational health and safety	<ul style="list-style-type: none"> <li>• Our People - Keeping Our Team Safe</li> </ul>	--
403-9 403-10	KPI B2.1	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)	<ul style="list-style-type: none"> <li>• 2021 Performance Metrics</li> <li>• Content Index</li> </ul>	During 2019 to 2021, there were no workplace fatalities. In 2021, our number of lost days due to work injury was 5,065 days.
--	KPI B2.2	Lost days due to work injury	<ul style="list-style-type: none"> <li>• 2021 Performance Metrics</li> <li>• Content Index</li> </ul>	
<b>GRI 404: Training and Education</b>				
103-1 103-2 (c-i) 404-2	GD B3	Discussion of management approach and related policies (Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.)	<ul style="list-style-type: none"> <li>• Our People - Empowering Our Team</li> <li>• Content Index</li> </ul>	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	<ul style="list-style-type: none"> <li>• Our People - Empowering Our Team</li> </ul>	
404-1	KPI B3.2	The average training hours completed per employee by gender and employee category	<ul style="list-style-type: none"> <li>• 2021 Performance Metrics</li> <li>• Content Index</li> </ul>	
<b>GRI 405: Diversity and Equal Opportunity</b>				
103-2 (c-i) 419-1	GD B1	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>• Our People - Empowering Our Team - Embracing Diversity and Inclusion</li> </ul>	--
405-1 (b)	KPI B1.1	Diversity of governance bodies and employees (Total workforce by gender, employment type, age group and geographical region)	<ul style="list-style-type: none"> <li>• 2021 Performance Metrics</li> <li>• Content Index</li> </ul>	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				
103-1 103-2 (c-i)	GD B1	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>Welcome to Wynn                             <ul style="list-style-type: none"> <li>Our Approach to Sustainability</li> </ul> </li> <li>Our Governance                             <ul style="list-style-type: none"> <li>Our Code of Ethics</li> <li>Anti-Corruption and Anti-Money Laundering</li> </ul> </li> <li>Content Index</li> </ul>	<a href="#">WML Sustainability Principles</a> <ul style="list-style-type: none"> <li>Social Principles</li> <li>Sexual Harassment and Discrimination</li> </ul> <p>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.</p>
406-1	--	Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> <li>Content Index</li> </ul>	No incidents of discrimination were reported in 2021.
GRI 408: Child Labor and GRI 409: Forced or Compulsory Labor				
103-1 103-2 (c-i) 419-1	GD B4	Discussion of management approach and related policies		<p>Our <a href="#">Sustainability Principles</a>, Code of Business Conduct and Ethics, and adherence to local labor laws guide our approach to managing these topics.</p> <p>There were no incidents of child or forced labor in 2021.</p>
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"> <li>Our Governance                             <ul style="list-style-type: none"> <li>Our Code of Ethics</li> </ul> </li> <li>Content Index</li> </ul>	<p><a href="#">WML Sustainability Principles</a></p> <ul style="list-style-type: none"> <li>Social Principles</li> <li>Child and Forced Labor</li> </ul> <p>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.</p>
GRI 416: Customer Health and Safety and GRI 418: Customer Privacy				
103-1 103-2 (c-i) 416-2	GD B6 KPI B6.5	Discussion of management approach and related policies (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"> <li>Our People                             <ul style="list-style-type: none"> <li>Caring for Our Guests</li> </ul> </li> <li>Content Index</li> </ul>	<p>In 2021, there were no reported incidents of non-compliance concerning or grievances confirmed concerning:</p> <ul style="list-style-type: none"> <li>the health and safety impacts of products and services</li> <li>product and service information and labeling</li> <li>breaches of customer privacy and customer data</li> </ul> <p>No products were subject to recalls for health or safety reasons.</p>
--	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	<ul style="list-style-type: none"> <li>Content Index</li> </ul>	<p>Not material because we are primarily engaged in the provision of hospitality and gaming services.</p> <p>No products were subject to recall for health and safety reasons in 2021.</p>
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"> <li>Content Index</li> </ul>	<p>In 2021, there were no reported incidents of non-compliance or grievances confirmed concerning breaches of customer privacy and customer data.</p> <p>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.</p>
--	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights		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 food and beverage 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																																			
			<table border="1"> <thead> <tr> <th></th> <th colspan="2">Wynn Macau</th> <th colspan="2">Wynn Palace</th> <th colspan="2">WML Total Consumed</th> </tr> <tr> <th>Year</th> <th>(mWh)</th> <th>(Gigajoules)</th> <th>(mWh)</th> <th>(Gigajoules)</th> <th>(mWh)</th> <th>(Gigajoules)</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>112,095</td> <td>403,542</td> <td>158,063</td> <td>569,028</td> <td>270,158</td> <td>972,570</td> </tr> <tr> <td>2020</td> <td>98,997</td> <td>356,388</td> <td>127,390</td> <td>458,606</td> <td>226,387</td> <td>814,994</td> </tr> <tr> <td>2021</td> <td>99,906</td> <td>359,661</td> <td>136,028</td> <td>489,702</td> <td>235,934</td> <td>849,363</td> </tr> </tbody> </table>		Wynn Macau		Wynn Palace		WML Total Consumed		Year	(mWh)	(Gigajoules)	(mWh)	(Gigajoules)	(mWh)	(Gigajoules)	2019	112,095	403,542	158,063	569,028	270,158	972,570	2020	98,997	356,388	127,390	458,606	226,387	814,994	2021	99,906	359,661	136,028	489,702	235,934	849,363
				Wynn Macau		Wynn Palace		WML Total Consumed																														
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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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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 2021: Macau: Low - Medium (10-20%) Source: <a href="#">World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas</a>																																					
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 the Macau Peninsula and Cotai, the 100 and 500-year flood levels for Wynn Macau and Wynn Palace were estimated to be 2.8 and 3.4 m above the mean sea level. The ground level elevation of both Wynn Palace and Wynn Macau is about 4.5 m above mean sea level and the surrounding streets are at an elevation of 4.2 m above mean sea level. The risk is deemed to be minimal.  Source: <a href="#">FM Global Flood Risk</a>																																			
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 2021: <ul style="list-style-type: none"> <li>• <a href="#">UNESCO Biospheres</a></li> <li>• <a href="#">Natura 2000 areas</a></li> <li>• <a href="#">Ramsar sites</a></li> </ul> 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 <a href="#">World Database of Protected Areas (WDPA)</a>																																			
SV-HL-160a.2		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 <a href="#">Our Planet</a> section.																																			

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>2021</th> <th>2020</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Voluntary Turnover Rate</td> <td>6.9%</td> <td>4.1%</td> <td>10.1%</td> </tr> <tr> <td>Involuntary Turnover Rate</td> <td>2.3%</td> <td>2.4%</td> <td>1.6%</td> </tr> </tbody> </table> <p>More details are provided in the <a href="#">2021 Performance Metrics</a> section.</p>	Year	2021	2020	2019	Voluntary Turnover Rate	6.9%	4.1%	10.1%	Involuntary Turnover Rate	2.3%	2.4%	1.6%
		Year	2021	2020	2019										
Voluntary Turnover Rate		6.9%	4.1%	10.1%											
Involuntary Turnover Rate		2.3%	2.4%	1.6%											
Involuntary turnover rate for all employees															
Average hourly wage	<p>Average Hourly Wage of Non-Managers</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2021</th> <th>2020</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>HK\$</td> <td>95</td> <td>94</td> <td>93</td> </tr> </tbody> </table> <p>100% of our employees earned above minimum wage in 2021.</p>	Year	2021	2020	2019	HK\$	95	94	93						
Year	2021	2020	2019												
HK\$	95	94	93												
Percentage of all employees earning minimum wage															
SV-HL-310a.4		Description of policies and programs to prevent worker harassment	<p><a href="#">Our Governance</a></p> <ul style="list-style-type: none"> <li>- Our Code of Ethics</li> <li>- Communicating Concerns</li> <li>- Harassment Prevention Policy</li> </ul>												
SV-CA-260a.1	Responsible Gaming	Percentage of gaming facilities that implement the Responsible Gambling Index	<p>100% of Wynn Macau, Limited 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 <a href="#">Our Governance</a> section.</p>												
SV-CA-260a.2		Percentage of online gaming operations that implement the National Council on Problem Gambling (NCPG) Internet Responsible Gambling Standards	There was 0% of online gaming operations in Macau.												
SV-CA-320a.1	Smoke-free Casinos	Percentage of gaming floor where smoking is allowed	0% of gaming floor where smoking is allowed.												
SV-CA-320a.2		Percentage of gaming staff who work in areas where smoking is allowed	0% of gaming staff works in areas where smoking is permitted.												
SV-CA-510a.1	Internal Controls on Money Laundering	Description of anti-money laundering policies and practices	<ul style="list-style-type: none"> <li>• <a href="#">Our Governance</a></li> <li>- Anti-Corruption and Anti-Money Laundering</li> <li>• <a href="#">WML Sustainability Principles</a></li> </ul>												

# Activity Metrics

CODE	TOPIC	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>2021</th> <th>2020</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>26</td> <td>26</td> <td>26</td> </tr> </tbody> </table>	Year	2021	2020	2019	Number	26	26	26
Year	2021	2020	2019							
Number	26	26	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>2021</th> <th>2020</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>12,671</td> <td>13,417</td> <td>13,674</td> </tr> </tbody> </table> <p>More details are provided in the <a href="#">2021 Performance Metrics</a> section.</p>	Year	2021	2020	2019	Number	12,671	13,417	13,674
Year	2021	2020	2019							
Number	12,671	13,417	13,674							
SV-HL-000.A	Number of available room-nights	<table border="1"> <thead> <tr> <th>Year</th> <th>2021</th> <th>2020</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>948,256</td> <td>959,948</td> <td>953,865</td> </tr> </tbody> </table>	Year	2021	2020	2019	Number	948,256	959,948	953,865
Year	2021	2020	2019							
Number	948,256	959,948	953,865							
SV-HL-000.B	Average occupancy rate	<table border="1"> <thead> <tr> <th>Year</th> <th>2021</th> <th>2020</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Percentage</td> <td>58.6%</td> <td>31.7%</td> <td>97.9%</td> </tr> </tbody> </table>	Year	2021	2020	2019	Percentage	58.6%	31.7%	97.9%
Year	2021	2020	2019							
Percentage	58.6%	31.7%	97.9%							
SV-HL-000.D	<p>Number of lodging facilities and the percentage that are:</p> <ul style="list-style-type: none"> <li>• managed</li> <li>• owned and leased</li> <li>• franchised</li> </ul>	<p>Both Wynn Macau and Wynn Palace are 100% managed by Wynn Macau, Limited.</p>								
SV-CA-000.A	Number of tables	<p>Average Numbers of Gaming Tables</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2021</th> <th>2020</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>643</td> <td>625</td> <td>638</td> </tr> </tbody> </table>	Year	2021	2020	2019	Number	643	625	638
Year	2021	2020	2019							
Number	643	625	638							
SV-CA-000.B	Number of slots	<p>Average Numbers of Slots</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2021</th> <th>2020</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>1,297</td> <td>1,095</td> <td>1,861</td> </tr> </tbody> </table>	Year	2021	2020	2019	Number	1,297	1,095	1,861
Year	2021	2020	2019							
Number	1,297	1,095	1,861							

