



Table of Contents

Welcome to Wynn	3
Our Approach to Sustainability	15
Our People	22
Our Communities	34
Our Planet	48
Our Governance	60
2022 Performance Metrics	75
Content Index	80

SHARE YOUR FEEDBACK

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

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

Trademarks and service marks owned by Wynn Resorts Holdings, LLC are included throughout this report. All other trademarks are the property of their respective owners.

Welcome to Wynn



A Message from Linda Chen

The strength of an organization is rooted in the values embraced by each individual team member, providing a common identity and purpose that makes it possible to have a powerful impact on the world. For Wynn, that means a spirit of optimism, continuous improvement, care for the smallest details, and above all, a shared sense of service to one another. It is these qualities that also tie us to the Macau community and enable us to focus our collective dedication towards building a brighter future together.

Signifying our charitable efforts to make positive social contributions, we set up the Wynn Care Foundation which strives to make social contributions to six identified focus areas: youth and education, entrepreneurship and innovation, cultural and sports industries, poverty relief and rural revitalization, underprivileged group support, and special medical and educational needs. Despite challenges brought on by the COVID-19 pandemic, we have continued to build on our charitable, social and environmental efforts through the Wynn Care Foundation, with more than 6,400 Wynn Employee Volunteers donating over 24,000 hours of time – a seven per cent increase from last year. This was complemented by donations and sponsorships totaling HK\$145.9 million, benefiting community groups and charities across the city and beyond.

The ongoing pandemic also required all team members to play their part in helping to protect our community. In 2022, Wynn was proud to play a meaningful role, contributing nearly 7,700 volunteer hours toward facilitating citywide Nucleic Acid Testing throughout Macau, as well as supporting the implementation of anti-pandemic measures initiated by the Macau government.

Amid business headwinds we also extended our efforts to nurture local small-and-medium sized enterprises, from procurement meetings to networking events and roadshows within our properties, while providing valuable support for young entrepreneurs. By continuing to prioritize local suppliers and cultivate our relationships with local small-and-medium sized enterprises through our procurement partnership program, we were able to further enrich the diversity of our supplier base while contributing to the development of Macau's economy.

Working with the government to promote a more sustainable Macau has also remained a key priority, from expanding the sourcing and use of sustainable products to educating the next generation by engaging local youth groups and exploring the promise of new technologies through partnerships with local higher education institutions. This is exemplified by applying artificial intelligence to our food waste management for which we subsequently have expanded through partnerships with the Macao Institute for Tourism Studies and the University of Saint Joseph (Macao) to showcase further the benefits this technology can bring to Macau. We are proud that these efforts have drawn widespread recognition, including our inclusion among the top 10 in the Greater China Hotel Business Sustainability Index and the Grand Award in Sustainability and Social Responsibility at the PATA Gold Awards 2022, a first for an integrated resort in Macau. These recognitions are strong evidence that Wynn is on the right path to our ultimate corporate goal of operating zero carbon and zero waste resorts.

Macau's long-term development as a World Centre of Tourism and Leisure is strengthened by its role in hosting a number of major international sporting events, several of which returned to the city this year. Wynn was proud to sponsor several landmark activities including the Macau Grand Prix, as well as the basketball competition, Wynn Cup - 3x3 Greater Bay Area Tour. Also, Wynn was honored to welcome the first torch of the Beijing 2022 Olympic Winter Games, named "Flying", a touching moment of national pride and international friendship. Together, these reflect Macau's growing strength as a hub for major events that will serve as one key element to further attract international visitors.

Challenges test our resolve and push us to explore new paths. As we look ahead, we can celebrate that Wynn and Macau have weathered the storm and are now able to welcome a returning sense of positivity. By working together to build on our shared achievements, Macau's potential is ready to be fulfilled.



Linda Chen
President, Vice Chairman
and Executive Director, Wynn Macau, Limited

2022 Highlights

Empowering Employees



WE EMPLOY
11,939
team members on average
in 2022 at Wynn



136,000+
TRAINING HOURS
PROVIDED



30.5%
of our original Wynn Macau
team members from 2006 still
WORKED WITH US IN 2022

Fortifying Vibrant Communities



DONATIONS AND
SPONSORSHIPS OF
HK\$145.9M
given to community groups
and charities

6,488
VOLUNTEER
PARTICIPANTS
CONTRIBUTED



24,135
HOURS OF
VOLUNTEER ACTIVITIES



LOCAL MACAU PROCUREMENT
SPEND PERCENTAGE INCREASED TO
86.1%
OF TOTAL PURCHASES

Our Planet



NON-HAZARDOUS
WASTE REDUCED BY
55.1%*



OVER
44
METRIC TONS OF
SOAP RECYCLED
through Clean the World
since 2014



TOTAL GREENHOUSE GAS
EMISSION DECREASED BY
41.7%*

* 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. Wynn Macau has maintained its exclusive status as the only resort worldwide with eight FTG Five-Star awards, while Wynn Palace has continued to have the most FTG Five-Star restaurants of any individual resort in the world.

FORTUNE MAGAZINE'S 2022 WORLD'S MOST ADMIRED COMPANIES

Wynn Resorts was honored on FORTUNE Magazine's 2022 World's Most Admired Companies list in the hotel, casino and resort category. Wynn Resorts placed first overall in the group for Quality of Products/Services.

7 MICHELIN STARS AWARDED TO 4 SIGNATURE RESTAURANTS

Wing Lei and Mizumi at Wynn Macau as well as Sichuan Moon at Wynn Palace each achieved two Michelin stars, and Wing Lei Palace achieved one Michelin star.

5 DIAMONDS FROM 2022 BLACK PEARL RESTAURANT GUIDE AWARDED TO 3 SIGNATURE RESTAURANTS

Wing Lei Palace earned Two Diamonds for a fourth consecutive year; Mizumi at Wynn Palace has been elevated to receive Two Diamonds this year and for the first time, SW Steakhouse earned a place in the Black Pearl Restaurant Guide, receiving One Diamond.



2021 INTEGRATED RESORT SERVICE CULTURE BEST STANDARD AWARD

Wynn won "2021 Integrated Resort Service Culture Best Standard Award" in the Second National Human Resource Innovation Competition, a recognition of Wynn's outstanding achievements in human resources management and innovation among 417 enterprises from the Greater Bay Area (GBA).

PATA GRAND AWARD IN SUSTAINABILITY AND SOCIAL RESPONSIBILITY

Wynn won the Grand Award in Sustainability and Social Responsibility at the Pacific Asia Travel Association (PATA) Gold Awards 2022, becoming the first integrated resort in Macau bestowed with this recognition.

EARTHCHECK SILVER CERTIFICATION

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

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

Wynn achieved a Top 10 ranking in the 2nd HBSI and Top 20 in the 3rd GBABSI, recognizing the Company's Corporate Social Responsibility (CSR) values, CSR management and CSR practices, as well as the Company's contributions to economic, social and environmental sustainability.

MACAO GREEN HOTEL AWARDS

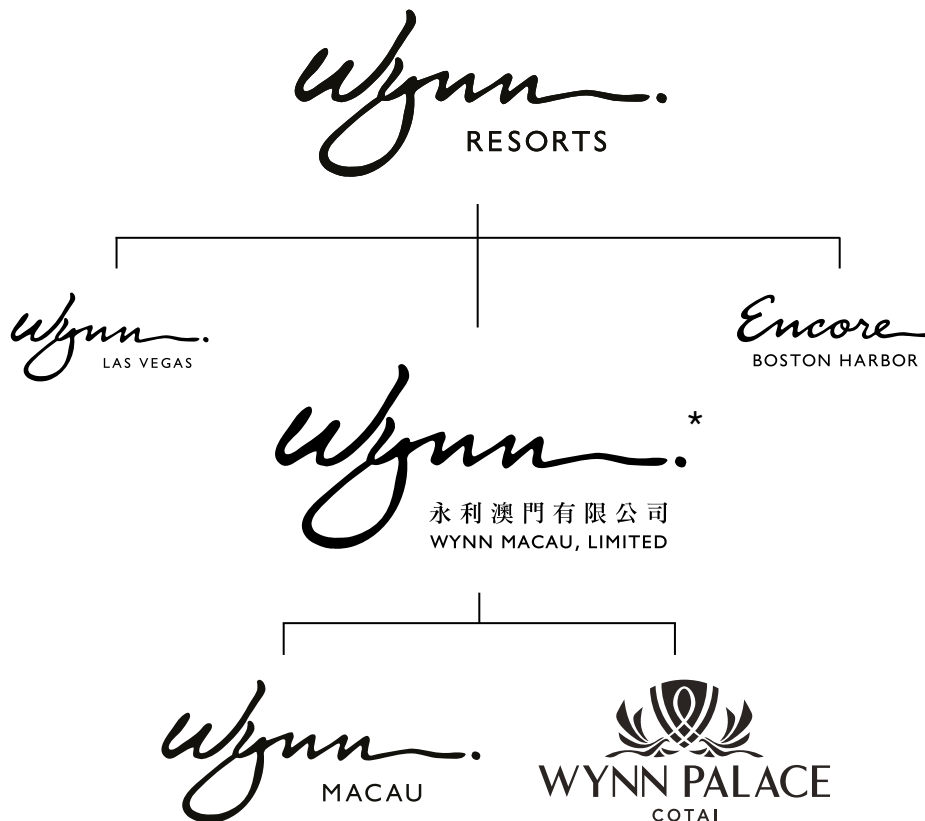
Gold – Wynn Macau
Silver – Wynn Palace

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 majority-owned subsidiary of National Association of Securities Dealers Automatic Quotation System (NASDAQ) listed Wynn Resorts, Wynn Macau, Limited, is traded on the main board of The Stock Exchange of Hong Kong Limited (Hong Kong Stock Exchange) in the Hong Kong Special Administrative Region of the People’s Republic of China (Hong Kong) and is the owner and operator of two integrated resorts in the Macau Special Administrative Region of the People’s Republic of China (Macau).

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

Wynn Resorts is the highest rated resort company in the world, holding 24 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 the remaining approximately 28% are owned by public shareholders.*

Wynn Macau

Wynn Macau, which opened in September 2006, features two luxury hotel towers with a total of 1,010 guest rooms and suites, approximately 294,000 square feet of casino space, 14 food and beverage outlets, approximately 31,000 square feet of meeting and convention space, approximately 64,300 square feet of retail space, a performance lake, a rotunda show, and recreation and leisure facilities. It is the only resort in the world with eight individual Forbes Five-Star awards, achieving the honor for the seventh consecutive year.



1,010
guest rooms
and suites



294,000
square feet of
casino space



14
food and
beverage outlets



31,000
square feet of meeting
and convention space

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 468,000 square feet of casino space, 14 food and beverage outlets, approximately 37,000 square feet of meeting and convention space, approximately 107,000 square feet of retail space, public attractions including a performance lake and floral art displays, and recreation and leisure facilities. For the fourth 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



468,000
square feet of
casino space

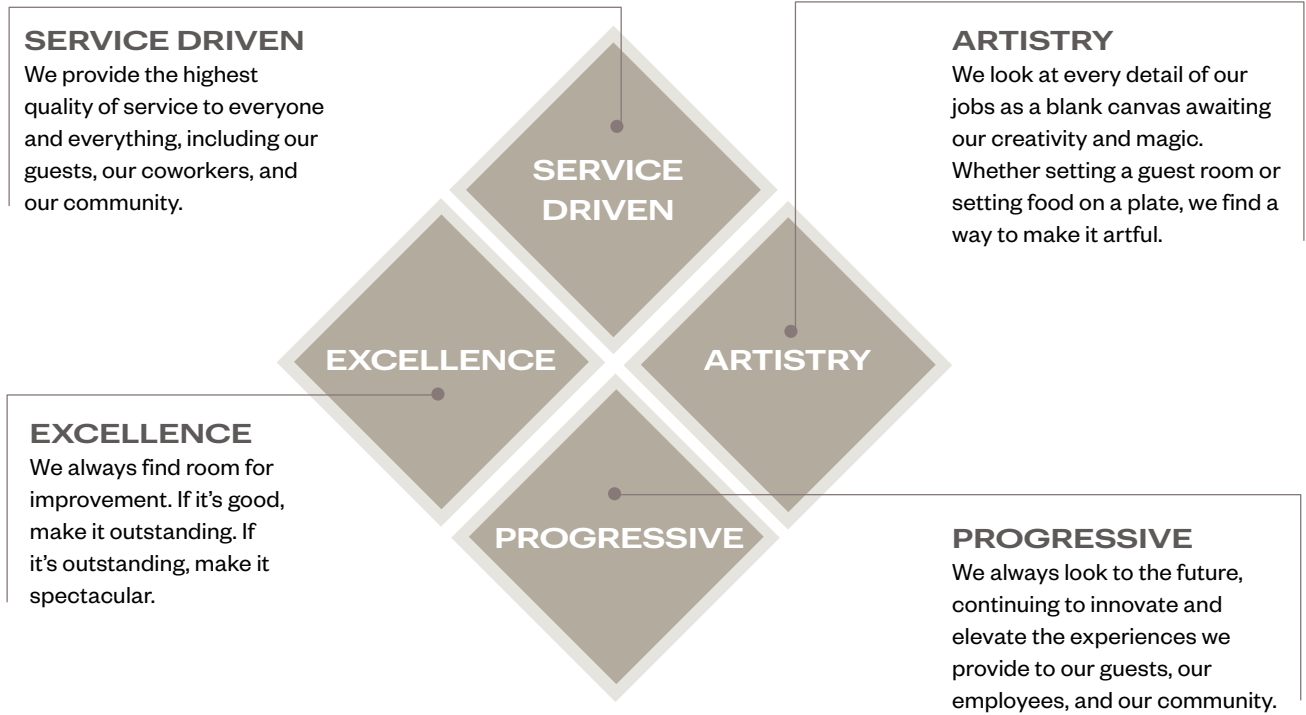


14
food and
beverage outlets

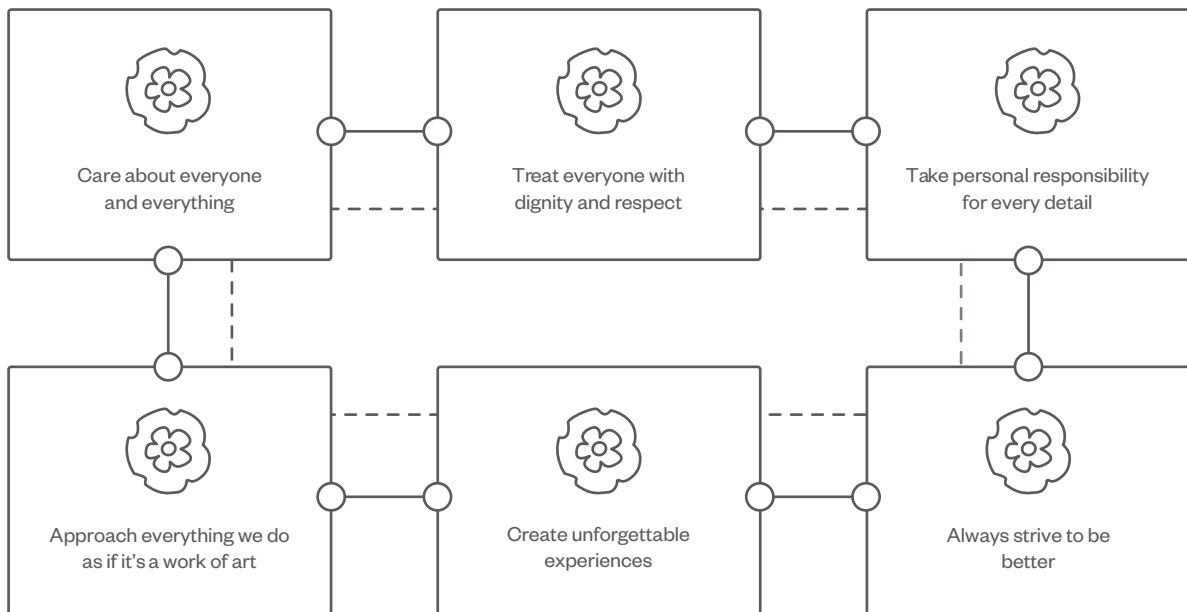


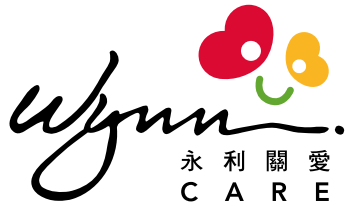
37,000
square feet of meeting
and convention space

Our Core Values



Our Core Behaviors





Since its establishment in 2002, Wynn has always regarded community care as our key priority. Over the years, we have been dedicated to promoting the prosperity of Macau and have made positive impacts 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 established to signify our charitable efforts to leverage resources from various

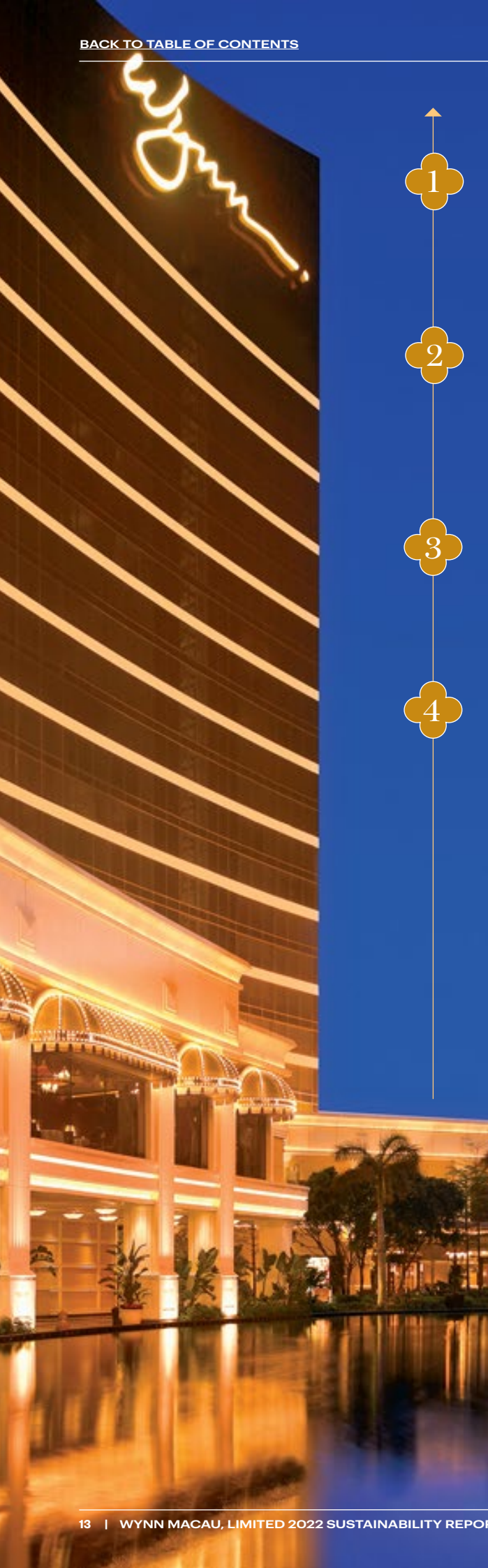
departments of the Wynn group as well as our external partners to jointly create positive synergy.

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 the Macau governments, as well as public and private entities. We strive to make social contributions to six identified focus areas: youth and education, entrepreneurship and innovation, cultural and sports industries, poverty relief and rural revitalization, underprivileged

group support, and special medical and educational needs.

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 resource of all sectors in the community.





INVENT SOLUTIONS

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



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.



TAKE ACTION

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



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 (CO₂) 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 CO₂ 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 our sustainability programs and initiatives in the [Our Planet](#) section of this report.



Our Approach to Sustainability

Our Approach to Sustainability

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

Our Stakeholders

At Wynn, we understand the importance of continuous, active, 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 small-and-medium-sized enterprises (SMEs), guests, investors, and representatives from non-governmental organizations (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
- » Media communications channels

NGOs



Building good relationships with NGOs helps Wynn become aware of reputational and other risk issues related to its operations. It also helps Wynn better understand and address ESG issues as they arise.

HOW WE ENGAGE

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

Suppliers and Local SMEs



Wynn interacts with suppliers to ensure proper procurement practices are in place. Whenever possible, Wynn procures goods and services from local sources to support Macau's SMEs, develop local human capital, and minimize its carbon footprint.

HOW WE ENGAGE

- » Business relationships and partnerships
- » Local SMEs partnerships
- » 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

Material ESG Topics

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 of directors of the Company (Board) are responsible for our efforts towards ESG.

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.

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 Stock Exchange of Hong Kong Limited (HKEX) ESG Reporting Guide, the Global Reporting Initiative (GRI) Standards, and the Sustainability Accounting Standards Board (SASB) industry standards for reporting. We revisit these frameworks regularly and rely on external resources for updates to the evolving requirements.



Topic Prioritization

We 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 Planet
- Our Communities
- Our Governance

Material ESG Topics Boundaries

In 2022, we conducted an internal validation exercise to review again the 15 material topics previously identified and reassessed their significance to both external and internal stakeholders. As a result of this reassessment, we concluded that the identified ESG topics continued to remain material.

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 by considering internal factors, such as Wynn's operating environment, and external factors, such as emerging ESG trends, policies and regulations. These topics were communicated with relevant sustainability team members that support Wynn's response to the relevant material ESG topics. The table below summarizes the relevance of each of the 15 identified topics, and how these topics address the relevant stakeholder groups.

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

- ● ● Priority Material Topics
- ● ○ Material Topics
- ○ ○ Relevant Material Topics

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



Key Policies Supporting our Sustainability Principles include:



Our People

Workforce Message

The exacting level of service provided by Wynn employees to our guests requires far more than skill; it is an art form. We are proud to be a world-class and award-winning company and our success is driven by the dedication showcased by our employees. Over the years, Wynn have remained committed to building a diverse and inclusive working environment, providing competitive wages and benefits, offering enriching training and learning opportunities, as we prioritize our employee health, safety, and well-being. We value every talent and consider our employees as the greatest attribute to ensure long-term success of our business.

Further, in 2022, over 4,100 of our current team members provided over ten years of service with Wynn, which exceeded one-third of our total employees. An award ceremony was held in November to celebrate 260 long-serving team members on reaching a decade of loyal contribution and commitment to Wynn.

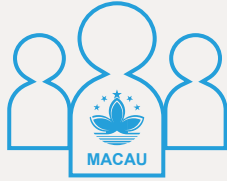
Wynn's core behaviors are our driving force which continuously pushes us to strive to provide an engaging workplace that offers meaningful jobs for our dedicated and committed workforce. This year we had 255 team members nominated as Star of the Month and 141 team members nominated as Diamond of the Quarter in 2022 as we frequently show recognition to our team members' contribution and appreciate their tremendous efforts.

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.

This section highlights our achievements in 2022 as an employer of choice in Macau.

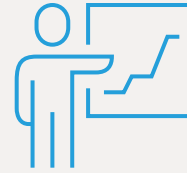


Workforce Highlights



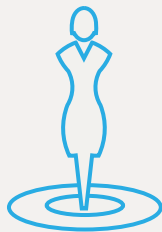
150%

INCREASE IN NEWLY HIRED LOCAL EMPLOYEES



10%

INCREASE IN AVERAGE EMPLOYEE TRAINING HOURS



54.1%

OF OUR LOCAL EMPLOYEES ARE WOMEN



44.2%

OF MANAGERIAL POSITIONS ARE HELD BY WOMEN



WON "2021 INTEGRATED RESORT SERVICE CULTURE BEST STANDARD AWARD" IN THE SECOND NATIONAL HUMAN RESOURCE INNOVATION COMPETITION



9.6%

OF OUR EMPLOYEES HELD MANAGERIAL POSITIONS

Education and Development

We provide a wide range of training opportunities to support the professional development and growth of our employees. Learning and development has been deeply integrated into our Company’s culture and team members have access to a wide range of professional development and leadership training opportunities. Regular e-learning courses are also provided to new hires in every department, to equip them to understand Wynn’s core values and principles. These include responsible gambling, COVID-19 awareness and prevention, anti-money laundering, management essentials, anti-corruption as well as anti-harassment and discrimination awareness.

In 2022, we offered a total of 218 courses through classroom training and in-house e-learning courses, and 1,945 LinkedIn courses, amounting to more than 136,000 hours of training.

Advancing Wynn Professionals

At Wynn, we recognize that employee training and development is directly linked to cultivating a capable and motivated workforce, who will in turn deliver premium service to our customers.

Leadership Development

Following our success in launching our first Management Development Program (MDP) and its graduation ceremony, we extended this program offering from senior executive to team members at other management levels. Wynn and the Macao Polytechnic University jointly organized the Management Skills Program (MSP), a bespoke leadership development program

for middle management team members of our integrated resorts. In 2022, the 24-month MSP was launched for 48 team members from various departments. It aims to enhance their leadership skills and nurture them as future leaders, supporting development of local talent in Macau.

As an extension to our MDP and MSP, we invited a well-known inspirational speaker, Mary Cheung, to host a training workshop, with our female team members. The workshop covered professional image building, presentation and communication skills, and business etiquettes, followed by one-on-one coaching sessions for our female executives to enjoy a more customized learning experience and elevate

their business communications skills to the next level.



Over **16,000** hours of Management Skills Training in 2022

The MSP components include:

FORMAL LEARNING	LEARNING FROM OTHERS	LEARNING FROM DOING
Instructor-led learning Digital learning	Executive sharing Mentorship program	Job rotation Action learning projects

Education and Development



Cross-Exposure Program Empowerment

Wynn has set up various platforms for team members to upskill and pursue knowledge beyond their original professions. This year, we successfully launched the Wynn Food and Beverage (F&B) Cross-Exposure Program. We empowered team members from the Table Games department, who also showed passion in F&B, to acquire new skillsets and consider a new chapter on their career path with Wynn.

Wynn’s Team Members Representing Macau in Global Competitions

Wynn has always emphasized the development and nurturing of a diversity of local talents. We are committed to enhancing the culinary skills, professional catering knowledge and

international competitiveness of young catering personnel in Macau. We had two team members proudly win the Young Chef Young Waiter Macao Competition. These two champions represented Macau by competing with their international counterparts in Monaco in November 2022. Furthermore, our Golden Flower team was one of the finalists and won first runner-up for their outstanding performance in the 9th Ming Xing Tea Specialists National Final Competition —Guangdong-HK-Macau-Greater Bay Area, demonstrating our continued efforts in internal training and upskilling our employees.

Vocational Skills Competition

Fostering talent is an essential part of our effort to support the

development of Macau as a World Centre of Tourism and Leisure. By vigorously participating in skills competitions and activities, Wynn hopes to encourage our team members to continuously challenge themselves and enhance their capabilities.

Wynn once again took part in the annual Macao Integrated Tourism and Leisure Enterprises Vocational Skills Competition, co-organized by the Labour Affairs Bureau of Macau (DSAL) and the Macao Federation of Trade Unions. Competing in all three categories — Gaming & Entertainment, Hotel Services and Gastronomy, 23 strong team members of Wynn engaged in friendly competition with over 100 fellow contestants. Our team members' excellent performance served as a testament to Wynn's commitment to talent cultivation and vocational training. Throughout the competition, Wynn's team members displayed outstanding skills and a great team spirit, ultimately receiving nine awards.

At the Macao Integrated Tourism and Leisure Enterprises Vocational Skills Competition, Wynn team members achieved the following awards:

GAMING & ENTERTAINMENT	HOTEL SERVICES	GASTRONOMY
Special Gold Award (Team) in Game Rules & Customer Service Champion (Team) in Calculation 1 st Runner-up (Individual) in Calculation 2 nd Runner-up (Team) in Chipping	Special Gold Award in Housekeeping and Theme Design Special Gold Award in Room Facility and Maintenance	Gold Award in F&B Service Gold Award in Western Culinary Best Dessert in Western Culinary

Education and Development



Macao Occupational Skills Recognition System Gold Pin Competition

Wynn places great importance on talent cultivation and has a variety of thoughtfully designed and targeted training programs for our team members. Our achievements in tourism professional training was recognized by this year’s Macao Occupational Skills Recognition System (MORS) Gold Pin Competition, with Wynn receiving four Gold Pin Awards. Led by the Macao Institute for Tourism Studies’ (IFTM) School of Continuing Education, the

MORS aims to improve hotel and tourism industry staff performance, by certifying staff skills in relation to frontline jobs. Our Hotel Operations, F&B and Security divisions demonstrated excellent teamwork to place first in the competitive categories of Western Chef, Concierge and Bell Attendant, Security Officer for Tourism and Gaming Industry and Room Attendant.

Supporting Local Employment

Wynn supports local employment and actively participates in job-

matching events to attract local outstanding talent. We partnered with the DSAL, the Macao Federation of Trade Unions and the Macao New Chinese Youth Association to organize over 20 local recruitment events in 2022, resulting in 540 new hires from local Macau residents.



Education and Development



Nurturing Young Talent

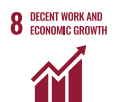
Recognizing the importance of talent attraction, Wynn is committed to nurturing and supporting university students to guide their career path in the hospitality industry.

As part of the Macau University of Science and Technology's 22nd Anniversary celebration, the Faculty of Hospitality and Tourism Management held its fourth session of "Seminars by Masters from Tourism Industry". Dr. Barry Ip, Vice President of Learning and Advancement, delivered a lecture titled "The Importance

of Employee Satisfaction for the Hospitality Industry". Dr. Ip shared his experiences in the hospitality industry and suggested useful skills to improve employee satisfaction. This lecture provided a valuable opportunity for students and teachers to learn more about the hospitality industry and understand the relationship between employee satisfaction and providing quality service. More than 200 students and teachers attended the lecture.

In addition, our commitment towards talent development is also reflected within our Wynn Internship Program, which

continues to unleash students' potential in advancing their careers. Throughout the program, workshops and valuable guidance is provided to help students develop professional vocational skills through working in different departments at Wynn. In 2022, 73 students from local institutions successfully completed the program and were awarded a certificate of completion recognizing their effort and contribution during their internship period. Six students were awarded scholarships with Wynn for their outstanding performance during the program.



Employee Health, Wellbeing and Benefits

Employee Healthcare and Benefits

Employee health, safety, and wellness is a top priority for Wynn. 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 for use 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 available at a competitive rate; and
- Work-shift meals provided in our celebrated employee dining room.

In 2022, Wynn further enhanced our team members' medical plan by extending reimbursements on vaccinations for any type of preventive vaccine and increasing our employees' level of medical coverage.

We value the unwavering commitment showcased by each and every one of our team members in the past challenging

year due to the COVID-19 pandemic. In recognition of their dedication, loyalty, and hard work, we paid a special allowance equivalent to one month's salary to eligible team members of Wynn.

To assist our employees with achieving their retirement goals, Wynn contributes an additional 5% of the team member's salary to their employee provident fund. At year-end 2022, we recorded 90.3% employee participation in provident fund plans.

Employee Well-being

In 2022, we provided special emphasis on the importance of the mental health of our staff, keeping in mind the pandemic. To support the well-being and state of mind of our team, we organized several roadshows and workshops. Our Wynn Employee Assistance Program organized two programs, The Power of Positivity during Pandemic roadshow and The Relaxing Fluid Art Workshop. The programs provided attendees with recommendations on coping with the uncertainty of the pandemic with positive energy and shared some tips to boost their resilience. It also made use of painting activities to demonstrate to the participants how to concentrate on the present moment and relax from daily stresses.

Parental and Maternity Benefits

For employees with growing families, Wynn provides programs and policies to support work-life balance. We pay attention to the needs of new parents by providing fully equipped 24-hour lactation rooms at our properties. Our family-friendly policies entitle eligible team members to ten-week maternity and one-week paternity paid leave.



Employee Health, Wellbeing and Benefits



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 create a culture of inclusion so that when people from all backgrounds join our team, our team members 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 through our workforce which boasts from a strong local representation as well as international diversity with team members from 26 nationalities.

Our preference is to promote from within Wynn before expanding our search for talent from external sources. This commitment helps foster a workplace culture where strong bonds are formed between individuals while also building a keen awareness of our business and customer needs. We have fair employment policies and practices in place and offer the best-in-class compensation packages for our team members. We are continuously enhancing our local hiring efforts by offering specific vocational and professional skills training programs with a defined learning structure and career progression framework to local high school and university graduates. Graduates can gain placement in training programs focused on facility management, F&B, front office and other departments. To accommodate students, caregivers, and other groups who

are unable to commit to a full-time work schedule, we also offer a range of part-time and flexi-time opportunities building a diverse talent pool from within the Macau community.

Our team members come from **26 nationalities** 



Keeping Our Team and Guests Safe

COVID-19 Support

In an effort to protect our city and keep it safe during the pandemic, we undertook a proactive approach to ensure our staff and their families were protected. Wynn offered our team members up to three days of additional paid leave to enable them to accompany their children or senior family members when they receive the vaccine and to care for them afterwards. Understanding that the health and safety of our team members and their families are of the utmost importance, Wynn has maintained close communication and cooperation with the Health Bureau of Macau, proactively working with and supporting

various pandemic prevention policies and measures taken by the government.

Wynn also invited the Health Bureau of Macau to co-host a public vaccination day at Wynn Macau Grand Ballroom in May 2022. This provided a convenient and comfortable COVID-19 vaccination venue for residents. To boost the local vaccination rate of vulnerable members of the society, seniors and children were offered a free souvenir for participation in the public vaccination day.

During the several citywide nucleic acid test (NAT) schemes this year, Wynn promptly supported the

Macau government by sending Wynn Employee (WE) Volunteers to multiple testing stations. Our volunteers provided attentive assistance to pregnant women, young children, the elderly and the needy at the special care channel of the testing stations. We were proud to join hands with the community to gather and deploy necessary resources at the most efficient speed to assist in the smooth delivery and safe execution of the program.

Over 8,800
doses of vaccines
administrated to our
team members, their
friends and families



Keeping Our Team and Guests Safe

Employee Health and Safety

We do everything we can to maintain a safe and healthy work environment for our employees. Our occupational health and safety policy outlines Wynn's focus on establishing a culture of safety, including:

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

We regularly review policy effectiveness and develop indicators to continuously optimize the health and safety of Wynn's work environment. Our health and safety committee and executive team review the policy at least every two years to ensure that it is up to date for effectiveness.

Also, to effectively implement this policy, we expect proactive participation and enthusiasm from all departments. All team members and contractors are required to incorporate the policy commitments into their day-to-day work activities, thereby promoting a culture of safety. We have arranged long-standing health and safety training and awareness programs. These programs cover a host of issues including 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.

Occupational Safety and Health Month

Wynn cares about the physical and mental health of our team members, and has always been committed to providing a safe working environment for everyone. In November, we hosted an Occupational Safety and Health Benefits month. The campaign was supported by the DSAL, Kiang Wu Hospital, medicare and insurance companies, and was mindfully designed to cover four major topics: health, sports, benefits, and safety. A series of roadshows, seminars, interest class, safety videos and quizzes were arranged to provide our team members with more information and tips on wellness and work safety. The activities attracted more than 8,900 team members to come together to create a safer working environment at Wynn.

With all these efforts, we recorded noticeable improvements in our health and safety related indicators, including 20.5% decrease in injury rate and 6.9% decrease in lost days rate.



Keeping Our Team and Guests Safe

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 food quality and safety, quality service, and guest privacy.

Food Quality and Safety

We have utilized extensive processes to ensure food safety for our guests and employees. Our food safety management system is audited annually by a third party certification company to ensure compliance with Hazard Analysis and Critical Control Point (HACCP) standards. HACCP is an internationally recognized systematic approach to food safety, which continuously allows Wynn to identify and control food safety hazards, and to manage and alleviate food-related health and safety risks. The HACCP implementation process at Wynn Palace started in 2019 with the establishment of the HACCP committee consisting of representatives from over ten different departments. We have been awarded HACCP certification since 2020.

Quality Service

The clearest indicator of Wynn's focus on service quality delivery is the recognition we have received from FTG, the world's most recognized Five-Star rating system. Wynn's core values and principles form the foundation for our internal service standards and are also closely aligned with those of FTG. As a result of these values, Wynn was among the first hotels in the world to also become

Sharecare Health Security VERIFIED® with FTG endorsing our commitment to the health security of our employees, guests and venues.

The comprehensive verification covers more than 360 standards across:

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

The verification is renewed monthly based on our resorts' compliance with expert-validated best practices that minimize the risk and impact of COVID-19 and potential future public health events. We verify our health protocols on a continuous basis to ensure compliance with the most up-to-date global health standards.

Guest Privacy

Beyond health and safety measures, our guests deserve the utmost privacy and security during their stay at Wynn. We have extensive policies, procedures, and practices in place to ensure the privacy and confidentiality of

our guests is always protected. We are committed to preserving the confidentiality, integrity, and availability of all forms of information used by the Company and maintained on behalf of employees, investors, business partners, customers, and government agencies. 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 data privacy compromise, reputational damage, or financial loss. We established this program to protect the information related to our operations, employees, guests, and business partners. In 2022, there have been no substantiated complaints of breaches resulting from a compromise of customer privacy or data, and there were no confirmed material incidents of non-compliance with any material laws and regulations concerning privacy and confidentiality matters.



Our Communities

Community Message

As champions of the locations we operate and serve in, Wynn invests heavily in enhancing the quality of life of our local communities. These transformative investments focus on leveraging our core expertise in hospitality and development to create community engagement and social impact programs that deliver tourism revenue, jobs, and opportunities to local businesses while also taking care of underprivileged sections of the community. Our mission is twofold: to build stronger and more resilient communities that our employees can proudly call home, and to foster Macau's reputation as a World Centre of Tourism and Leisure for our guests to experience.

With a commitment to enhancing the quality of life for our local communities and driving long-term inclusive growth, Wynn partners with different local NGOs to identify financial, supply chain, and operational gaps for us to support them where it matters most. We continue to rely on these essential relationships with community leaders to help guide our extensive non-profit work as we lift up the underserved, and mobilize immediate relief efforts during times of crisis or natural disaster for our community.

Our Company's legacy as agents of change is only made possible with the collective spirit of service in the hearts of our dedicated employees. Our employees inspire our corporate culture of giving, bettering our local communities and building a more hopeful future for those in need. One of our Company's guiding principles has always been to "care about everyone and everything", a promise we are proud to fulfill every day in ways that extend far beyond the walls of our resorts.

This section shares our stories of how we supported our community throughout 2022.



Community Highlights



HK\$145.9M
DONATED TO
COMMUNITY GROUPS
AND CHARITIES



24,135
HOURS OF
VOLUNTEERING



6,488
VOLUNTEER PARTICIPATION



LOCAL MACAU PROCUREMENT
SPEND PERCENTAGE INCREASED TO
86.1%
OF TOTAL PURCHASES



NEARLY **60,000**
STUDENTS HAVE PARTICIPATED IN
THE WYNN CUP — MACAU PRIMARY
SCHOOL STUDENT NATIONAL
EDUCATION DRAWING COMPETITION
SINCE 2016

Investing in Youth and Education

Wynn has always emphasized the importance of nurturing local talent. Through various initiatives, we provide development opportunities for Macau's youth to help unleash their potential and succeed in today's changing environment.

Extending one of the Company's most significant corporate social responsibility initiatives, Wynn continued to donate MOP 80 million to the University of Macau Development Foundation this year. The contribution supports the development of the University of Macau as well as the initiatives of its Asia-Pacific Academy of Economics and Management. Another donation of MOP 3 million was also made to the Macau University of Science and Technology for funding the university's high-level scholars program in support of research and academic development. Moving ahead, Wynn will continue to support higher education institutions to develop innovative academic research, nurture leading research talents, promote academic collaborations, and integrate teaching resources, with the ultimate goal of supporting economic diversification through education.

Youth Education

Wynn is keenly aware of our social responsibilities and has been a firm supporter of national education for Macau's youth. Inspiring Macau students to illustrate their visions and hopes for the future of space science and technology and to celebrate mainland China's rise as a new space power, Wynn joined hands with the National Conditions Education Association (Macau) to organize the 6th Wynn Cup –

Macau Primary School Student National Education Drawing Competition. The theme for this year's competition, "My Art • My Space Dream", was chosen with the hopes to strengthen students' understanding of mainland China, cultivate a sense of belonging and pride, and foster a new generation of young people who have a love and appreciation for the city, the country, and the arts. An environmental protection-themed creative design contest was also

held as a newly added extension to the event. The competition attracted the participation of approximately 10,000 primary school students from 52 local schools. Since its launch in 2016, close to 60,000 students have participated in the event, and we are proud to have created a platform for children to showcase their artistic talent and experience the joy of art.



Investing in Youth and Education

Youth Career Development

Preparing children and teenagers to develop their careers and helping build Macau into a child-friendly city, Wynn cooperated with the Women's General Association of Macau and other associations to organize the "U18 Youth Career and Leadership Development Program". The program aimed to provide high school students with opportunities to explore their interests and strengths to map out an education path and future career. 40 students were shortlisted for the half-year training course.

Through a series of targeted trainings and experiential learning offerings, this program seeks to raise trainees' self-awareness and guide them to identify an ideal career development path while also equipping them with essential skills to support them further.

In addition, at the Youth Career Expo 2022, we were honored to be invited by the DSAL to provide a professional tutorial on interview techniques and resume writing skills to fellow students and other participants. Our sharing helped motivate job seekers to have better planning on a career path and preparation for job interviews.

We also made use of the venue to conduct onsite interview for opportunities at Wynn.

Adding to these many events curated by Wynn, we worked hand in hand with the Macau government and different sectors of the society to create advancement opportunities for local youth and help them deepen their interests in a variety of areas for career development. Our care for the youth motivated us to launch an incubation center and title-sponsored the "Macau Youth Talent Incubation Scheme" organized by the General Union of Neighbourhood Associations of Macau.



Supporting Entrepreneurship and Innovation

At Wynn, we do our best to support local SMEs and operate with the belief that when Macau's SMEs grow, we grow with them. To cultivate their growth, we have a policy of giving priority to local suppliers. We also 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. 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 a minimum of three bidders, and at least one of those must be a local, Macau-based SME wherever possible.

In 2022, Wynn co-organized local SME procurement partnership meeting with The Industry and Commerce Association of Macau Northern District to discuss prospective partnership opportunities with local SMEs



and help improve their business environment in our community. Wynn shared our Company's latest procurement information, standards and instructions, safety and hygiene requirements with over 50 local enterprises. Additionally, our procurement representatives met with participants onsite to further explore cooperation opportunities.

In line with the concept of "engaging local SMEs as growth partners", Wynn has been partnering with different parties to support local SMEs to identify and explore opportunities in Macau and the GBA. In particular, we partnered with The Industry and Commerce Association of Macau to organize a series of

market events throughout the entire year, which provided retail opportunities for local SMEs and further established Macau's image as a city rich in culture and history. These included the Coloane Marques Market, the Taipa Market in Macau, and the "Market Series" in Hengqin Chimelong. To further promote Macau's unique cultures and deepen cooperation with Hengqin and Guangdong-Macao In-Depth Cooperation Zone, the "Market Series" featured "Macau brands, Made in Macau, Designed by Macau" and performances which visitors could truly explore Macau's unique Chinese and Portuguese culture.

Wynn also marked the third consecutive year of support for the International Cultural and Food Festival Hengqin Station by inviting and facilitating several Macau SMEs participation in this event, helping local food brands to extend their reach in mainland China, while facilitating the development of the F&B industry of Guangdong and Macau, and showcasing the uniqueness of Macau as a United Nations Educational, Scientific and Cultural Organization (UNESCO) "Creative City of Gastronomy".



Supporting Entrepreneurship and Innovation



Local SMEs In-house Roadshows

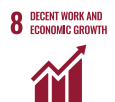
Supporting the Macau government's efforts for economic recovery, Wynn proactively advocates continuous development and operational innovation of local SMEs through different initiatives. For example, Wynn invited local shops and associations to co-organize "Wynn Care: SMEs Product Sale" sessions at our back-of-house areas. These sessions encouraged our team members to shop locally and support Macau businesses. Since 2016, 85 SMEs participated in these back-of-house roadshow events and the SMEs have generated over MOP 12 million in sales revenue since the program

commenced. This year, SMEs offered a variety of environmental-friendly and Made-in-Macau products, and organized activities to raise team members' awareness of a low-carbon lifestyle.

Supporting Local Young Entrepreneurs

To offer young entrepreneurs opportunities to grow their businesses, Wynn and several incubation associations co-hosted Wynn Local Young Entrepreneurs Procurement Meeting and "Build Your Dream Together" Partnership Program. During this event, project presentations and one-on-one business matching opportunity were made available to 22 young local

entrepreneurs who specialized in intelligent warehouse logistics, digital marketing, metaverse technologies, eco-energy saving, waste reduction, and creative design. Towards the end of the meeting, participants were given the chance to present their featured products and innovative solutions to Wynn's management team. Our departmental representatives also met these entrepreneurs and helped them understand Wynn's procurement standards and service requirements as we explored future collaboration opportunities with them.



Advocating for Cultural and Sports Industries

Wynn is committed to supporting a variety of events to cultivate the development of sports, art, culture, and tourism in Macau.

Promoting the Sports Industry and Sports Tourism

The 24th Beijing 2022 Olympic Winter Games held this year marked a significant milestone in the development of sports in mainland China. Wynn was honored to welcome the first torch of the Beijing 2022 Olympic Winter Games and hosted an exhibition to display the red-silver spiral torch at Wynn Macau for 12 days.

Extending our inclusive culture, Wynn also hosted the event of "National Games Sharing of Macau Special Olympics Athletes & Macau Special Olympics Athletes Award Ceremony by Wynn Care 2022" to recognize the outstanding performances of disabled athletes and shared stories from these athletes.



Wynn also had the privilege to sponsor the Wynn Macau Guia Race at the 69th Macau Grand Prix race, which has been held annually in Macau since 1954. This famously thrilling Macau Grand Prix event attracted both the local community and visitors abroad to relish the excitement of motorsport.

Another event sponsored by Wynn was the basketball competition, "Wynn Cup – 3x3 Greater Bay Area Tour", in which we became an ambassador to facilitate sports exchanges between different

GBA cities and Macau. Wynn also organized various school outreach activities and outdoor sports classes for local youths to further promote basketball by hosting DIY T-shirt and sneakers workshops for the public and NGOs.



Advocating for Cultural and Sports Industries



Further strengthening our efforts in promoting Macau's sports culture to the GBA, Wynn and the Hengqin Football Association co-organized the 7th "Hengqin-Macau-Cup" in Zhuhai. As a first large-scale football competition after the establishment of the Guangdong-Macao In-Depth Cooperation Zone, the championship attracted eight teams from Macau and Zhuhai, and contributed to developing Hengqin as an "International Leisure Tourism Island" and "World Centre of Tourism and Leisure".

We fully encourage our team members to participate in sports. This year, in addition to the Macao International Dragon Boat Races, our team participated in a wide range of sports activities such as table tennis tournaments, snooker, basketball and much more. Our team members demonstrated great team spirit and achieved remarkable results in these sporting competitions.

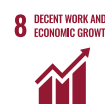
Advocating for Culture and Art Development

As a large-scale integrated resort with deep roots in Macau, Wynn plays a vital role in supporting Macau's tourism industry towards diversification. Wynn offers training courses and opportunities to local chefs, and equips them with the professional knowledge and culinary skills through a series of Macanese Cuisine Culinary Heritage Masterclasses. Acclaimed chefs in Macau were invited to conduct demonstration sessions, offering culinary exchange and learning opportunities. These programs allow for learning of Macau's cultural heritage and Macanese cuisine.

Wynn aspires to share the beauty of art with our guests and local communities as we often utilize our venues to showcase art displays and installations. This winter, backing the Macao Government Tourism Office's "Light Up Macao

2022" campaign, Wynn put in place magnificent light installations at Wynn Palace, weaving together public art and innovative technology.

In addition, our resorts are home to a wide range of world-renowned Western and Asian antiques and artworks. Our exquisite collections showcase artistic talents that extend back through many centuries. These collections not only exhibit outstanding craft and artistry but, in many cases, pay tribute to the best of mainland China's heritage.



Philanthropy and Volunteering

Committed to fulfilling our social responsibility, Wynn has maintained our volunteering commitments through Wynn Care and our WE Volunteer program for years. This year, Wynn brought together 6,488 WE Volunteers to participate in numerous community engagement events and offered donations to NGOs and charity groups. Striving to lend a helping hand to the underprivileged, our efforts focus on supporting the elderly and disabled, as well as those seeking assistance in our community. Some of our donations and support in 2022 are highlighted below:

**MOP
600,000**

to Tung Sin Tong's annual fundraising campaign and it's the 17th year of this enduring partnership in 2022.

**MOP
600,000**

and 6,450 volunteers supported the annual Macau Walk for a Million.

**MOP
500,000**

to Associação de Idosos, Deficientes Intelectuais e Seus Familiares for enhancing social services provided to the people with intellectual disability and their families.

**MOP
300,000**

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

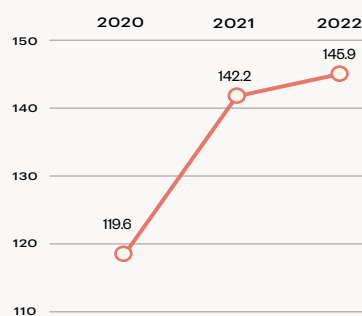


**MOP
360,000+**

to support the 53rd Caritas Macau Charity Bazaar to assist communities in need.



WYNN DONATIONS AND SPONSORSHIPS
(HK\$ millions)



1 NO POVERTY



10 REDUCED INEQUALITIES



Caring for Underprivileged Groups

Wynn launched a wide range of community outreach campaigns in 2022. To extend our efforts to promote an inclusive work culture, sustainable development, and create cross sector values with social enterprises, our F&B Academy joined hands with the Macao Special Olympics to host training courses for the employees of the "Dream of Sexagenarian". Additionally, Wynn donated food trolleys and water stations to the restaurant to enable the elderly employees to work in a comfortable and safe working environment.

During traditional festivals, such as Chinese New Year, Dragon Boat Festival, and Mid-Autumn Festival, Wynn has collaborated with NGOs to organize community visits to elderly groups and celebrated with them. Our Wynn Care Ambassadors prepared gift bags, festive hampers, and special performances to brighten up these celebrations.

Throughout the year, WE Volunteers paid visits to the Centro de Lazer e Recreacao das Associacoes dos Moradores da Zona Sul de Macau and the Macau

Down Syndrome Association. Our team brought with us a series of engaging activities for the elderly and children, including games, lantern riddles, and African drums. Meanwhile, we supported the Macao Carers Association's award and training programs for caregivers through providing additional social support.



Wynn Care held 6 donation sessions and donated nearly **50,000** items in 2022



Supporting Special Medical and Educational Needs

Wynn is attentive to children with special education needs and understands the importance of providing them with opportunities to develop their talent and self-confidence. We have been supporting the Fuhong Society of Macau to organize art therapy classes for 6,225 participants since 2018. The program was designed to provide diversified art courses for children in need to unleash their artistic potential.

On medical assistance to critically ill patients, we continued our partnering with Kiang Wu Hospital Charitable Association this year in offering the Wynn and Kiang Wu

Critical Illness Assistance Scheme, which supported the cost of the necessary medical procedures. In addition, we title sponsored the establishment of the "Life Journey Experience Pavilion" in the Kiang Wu Nursing College of Macau. This is the first experiencing learning center of big health in Macau, and will be a health education base to promote healthy lifestyle among public.

We also donated MOP 500,000 to Associação de Idosos, Deficientes Intelectuais e Seus Familiares for enhancing social services provided to people with intellectual disability and their families.

All these efforts, including our visits and donations, prove our endeavor to bring hope to those who require special support in our community.

Supporting the Citywide NAT Program

In support of the Macau government's pandemic prevention policies, Wynn stood together with the community to fight against the pandemic. WE Volunteers contributed nearly 7,700 hours in 2022, supporting various anti-pandemic duties at NAT stations and working closely with the local community



throughout the citywide NAT period. To show appreciation of their effort, Wynn hosted the "Citywide Nucleic Acid Test Station Volunteer Appreciation Ceremony" for WE Volunteers. Certificates of appreciation were presented as a recognition of their remarkable contribution and an expression of our gratitude.



Giving Tuesday

Giving Tuesday is an international day of action, encouraging the world to proactively show care and love to the needy on the first Tuesday following Thanksgiving Day. Upholding our tradition to support Giving Tuesday, we were proud to sponsor the "Wynn Care Children Development Awareness Day". The event was organized by the Macao Special Olympics, aiming to raise the public's awareness of children's development and understanding of the importance of "early screening, early treatments" for children aged between two to six with potential special educational needs (SEN).

Supported by our WE Volunteers, the event provided onsite health screening to 190 children for early signs of developmental delay, communication disorders, hearing impairments, and other SEN. To improve the self-care abilities of these children, professional therapists offered a seminar for the parents to strengthen their training skills for children with SEN.



Supporting the Greater Bay Area and Beyond

At Wynn, we believe our business generates socio-economic value for communities in Macau and the GBA. We centralize our community-focused initiatives under one umbrella and expand our efforts from various volunteer activities and community events in Macau into the GBA and beyond. We demonstrate our support to spreading a sense of caring to all corners of the GBA community by co-hosting or sponsoring events and opening our doors for sharing sessions. We also invest resources towards innovation in healthcare, technology and cultural initiatives. Highlights of our efforts include:

National People's Congress and the Chinese People's Political Consultative Conference

Wynn hosted a sharing session on the spirit of the National People's Congress and the Chinese People's Political Consultative Conference, commonly known as "Two Sessions" which enabled our team members to better understand the significance of integrating into the national development plan, promoting the diversified economic development of Macau, and the construction of the Guangdong-Macao In-Depth Cooperation Zone in Hengqin. To minimize risks amid the COVID-19 pandemic, Wynn livestreamed the whole sharing session via back-of-house communications channels and Wynn Care Facebook page to reach our Wynn's team members and the public.

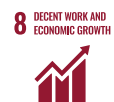


National Security Education Exhibition

Our President, Vice Chairman and Executive Director, Ms. Linda Chen, led a group of 50 members from the management team of Wynn to visit the National Security Education Exhibition on its opening day with the purpose of supporting the Macau government's national security education efforts and deepening the understanding of national security among Wynn's team members.

"Blueprint for Future: One Health" Forum

Supporting the "14th Five-Year Plan" for Tourism Development, particularly on the upgrade and transformation of the tourism industry, Wynn collaborated with the Hou Kong Junior Chamber Affiliated with Junior Chamber International Macao, China to organize the "Blueprint for Future: One Health" Forum. Attended by over 200 young participants, the forum promoted the prospect of Macau's health industry and encouraged entrepreneurship and innovation in cultivating Macau's diversified economic development.



Our Planet

Sustainability 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 standard of excellence extend 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.

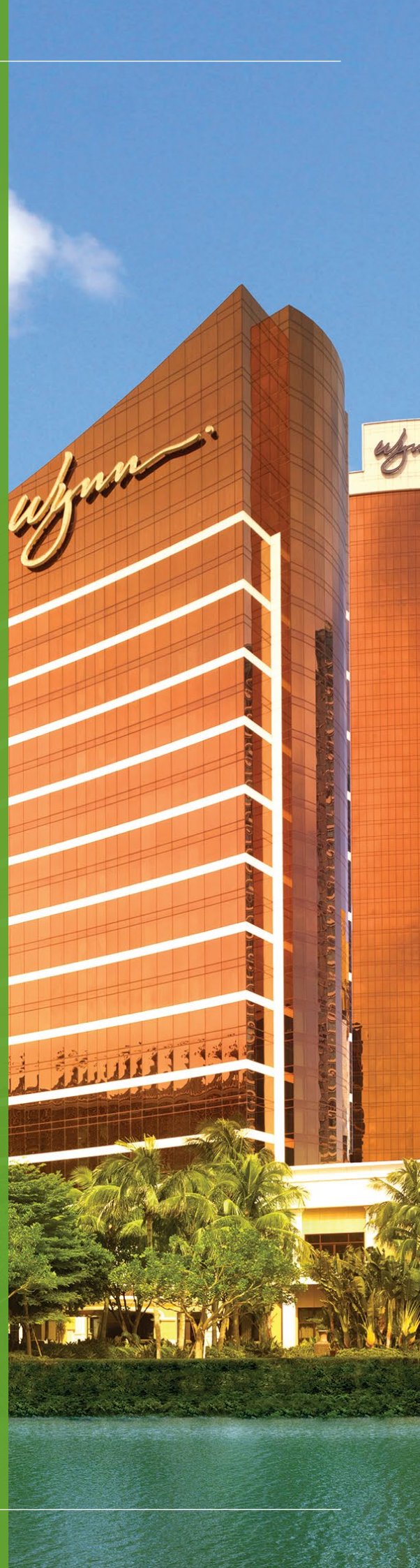
Addressing this challenge head on, our global sustainability management program, Goldleaf, guides our efforts to meet our environmental sustainability ambitions. Through action and innovation, we strive to reduce our ecological footprint by utilizing green energy measures, efficient water use, and managing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

We are motivated by our 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 of excellence in everything we do, including environmental action. We are delighted to announce that in 2022 Wynn successfully achieved EarthCheck Certified Silver status. Wynn was also honored by PATA with the Grand Award in Sustainability and Social Responsibility at the PATA Gold Awards 2022, becoming the first integrated resort in Macau to be bestowed with this recognition.

Wynn supports the Macau government's environmental protection policy and also contributes to bolster Macau's green tourism. We encourage green travel by providing complimentary electric vehicle charging stations for employees and hotel guests. Within our daily operation, we have been actively applying Robotic Process Automation, digital workflows and various mobile solutions to enhance guest experience. We are also applying artificial intelligence (AI) into our food waste management.

As we look ahead, we are committed to, and excited about, making a positive and lasting social, economic, and environmental impact in our community while continuing to offer guests an elegant and discerning hospitality experience.



Environmental Highlights



37.0%
INCREASE IN OUR
RECYCLING RATE*



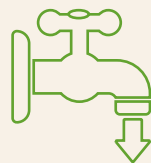
70.3%
INCREASE IN
SCRAP METAL RECYCLED*



20.4%
ENERGY
REDUCTION*



OVER
44 METRIC TONS
OF SOAP RECYCLED SINCE 2014



17.3%
REDUCTION IN
WATER USE*



OVER
15,300 KG
OF FOOD DONATED

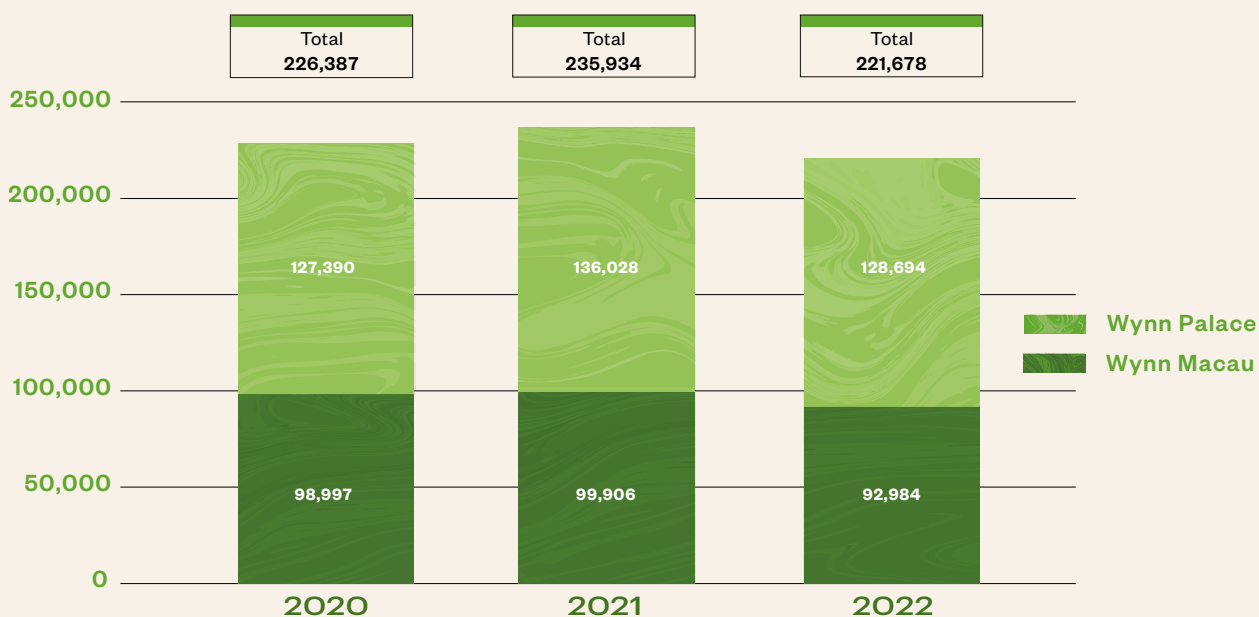
* Compared to 2019

Environmental Highlights

2022 Greenhouse Gas (GHG) Emissions by Scope and Property (t CO₂e)

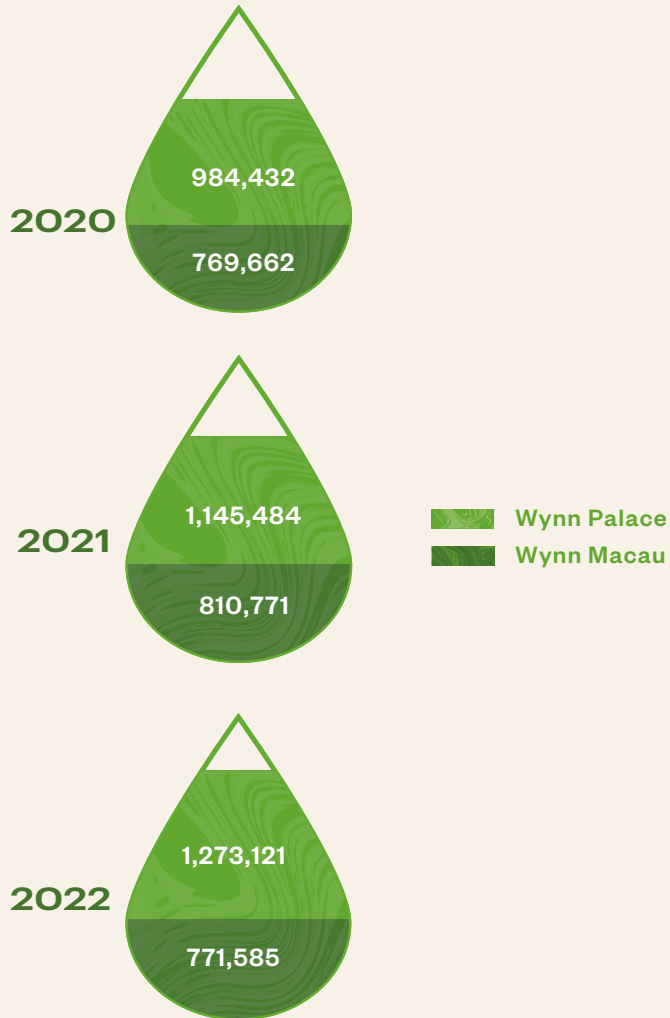


Electricity Consumption by Property (MWh)



Environmental Highlights

Water Consumption by Property (m³)



Macao Green Hotel Award
Gold – Wynn Macau
Silver – Wynn Palace



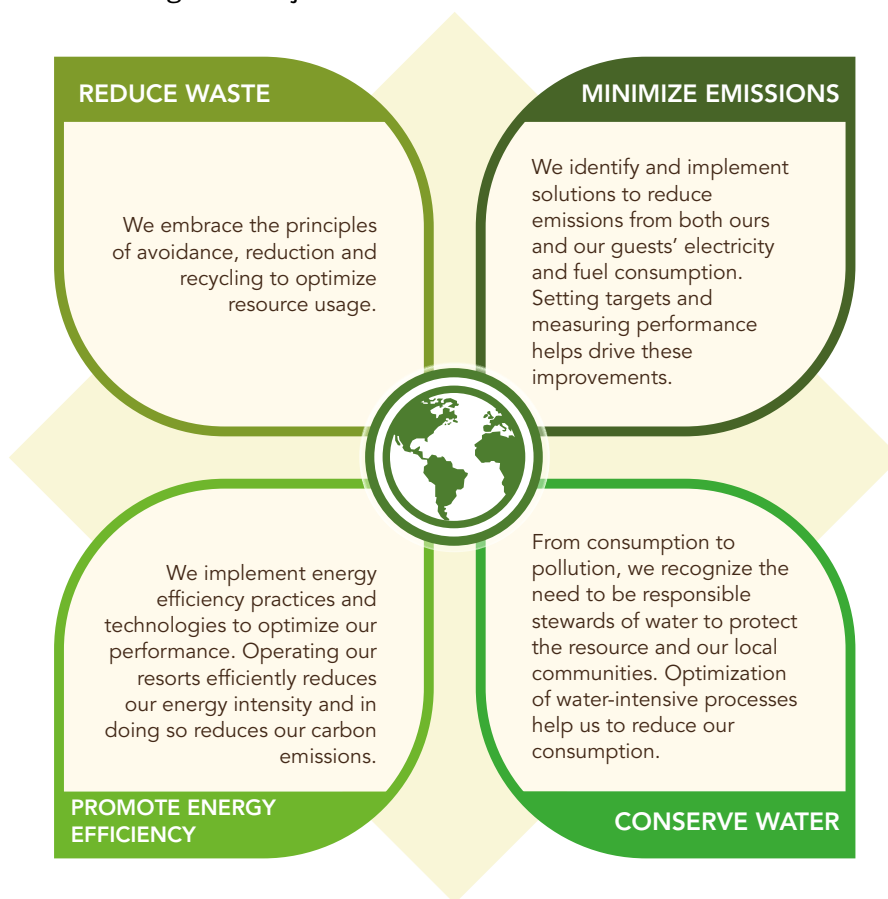
Recycled
a total of **2,417 kg** of
soap in 2022 by working
with Clean the World

Environmental Stewardship

As a sustainable development frontrunner in the hotel industry, Wynn has a core role in regards to environmental protection, putting into practice what we preach and extending our support for green living. We have achieved this by incorporating environmental sensitivity into our operations, monitoring and reducing of inefficient consumption practices and embracing technologies that help us to responsibly manage natural resource usage. We endeavor to provide our guests with premium holistic experiences that are environmentally sound.

Progress is part of our nature, and our commitment to sustainability is a testament to the evolution of our Company. One of our core principles is the primary driver for our approach to sustainability namely, to 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 planet.

Our main environmental management objectives are to:



We strive to fulfil our corporate social responsibilities by continuing to enthusiastically invest in smart initiatives to protect the environment and promote the sustainable development of the hotel industry. These range from emission and waste reduction measures to water and energy saving, all of which demonstrate Wynn's commitment to the provision of five-star service and construction of a greener Macau by improving the industry's operational standards for sustainability.

Non-hazardous waste decreased by

55.1%*

* Compared to 2019

Environmental Stewardship

Reducing Waste

Further Reducing Plastic Bottle Usage

We have long understood the importance of reducing single-use plastic bottles, making us an early mover in searching for sustainable solutions to provide high quality drinking water yet in reusable glass bottles to our guests. In 2019, Wynn became the first integrated resort in Macau to operate an onsite large-scale automated water refilling system, Nordaq 2000. This year we expanded the usage of locally produced water in reusable glass bottles from F&B operations to hotel rooms. With the reduction in the use of plastic water bottles, plastic waste and the carbon footprint associated with packaging and transportation of water bottles are also reduced.

Combating Food Waste with Innovative Technology and Upcycling Approach

Wynn was the first integrated resort in Macau which introduced the Winnow Vision System in 2019. As an advanced food waste technology, the Winnow Vision System uses computer vision-based monitoring technology powered by AI and machine learning to track and measure the type of food being wasted. Wynn has been applying this system's data-driven insights to take an analytical approach to food production that enhances efficiency without compromising quality.

Covering 70% of Wynn's catering operations, the Winnow Vision System has already helped reduce food waste by at least 35% since its implementation. Last year we partnered with two local institutes, the University of Saint Joseph (Macao) and the IFTM to expand the application beyond our doors through "Cherish Food and Waste Reduction—Smart Technology Application Outreach Program". This program aims to reduce the impact of food waste on society and the environment and demonstrated our achievements in promoting responsible consumption and production models outside of Wynn, while leading the way for smart technologies in the tourism industry.

As a part of our food donation program, we also supported local

social enterprises by offering our food resources surplus.

Among employees, we also foster an environmentally conscious culture and sustainability lifestyle. We also regularly organized "Clean Plate Challenge" at our employee dining rooms. Wynn ambassadors shared their habits of mindful eating and assist other team members to separate the indigestible waste for composting. Leftovers were sent to onsite waste processors to be converted into fertilizer and provide nourishment for the resort's lawns and gardens.



Environmental Stewardship

Minimizing Emissions

Electric vehicles are considered to reduce roadside air pollution and greenhouse gas emissions. This year Wynn continued to promote and facilitate the use of electric vehicles and motorcycles in Macau as we scaled up our electric vehicles and motorcycles charging stations. Complementary charging services are offered to our guests

and team members, including both vehicles and motorcycles.

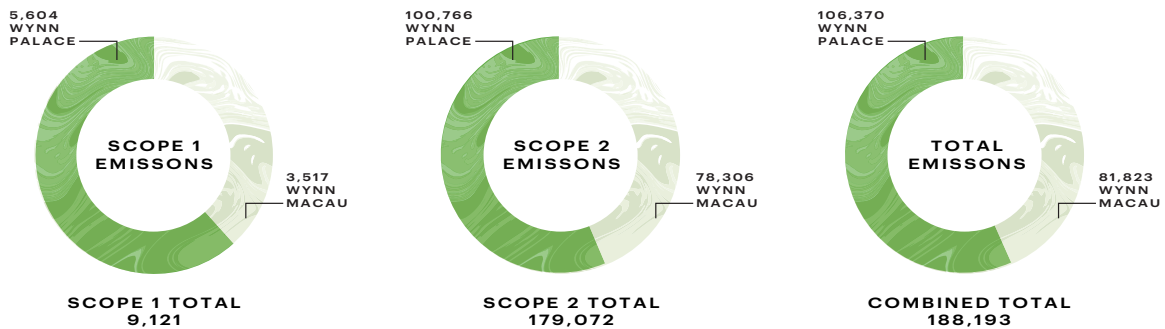
With the wider aim to support Macau's green transportation movement, we will be installing more electric charging stations to serve our employees and hotel guests in future. Since 2020, we have phased out diesel-powered guest shuttle buses and replaced them with electric vehicles. We

also partnered with local SMEs to offer attractive staff discounts and encouraged Wynn's team members to switch to electric motorcycles.

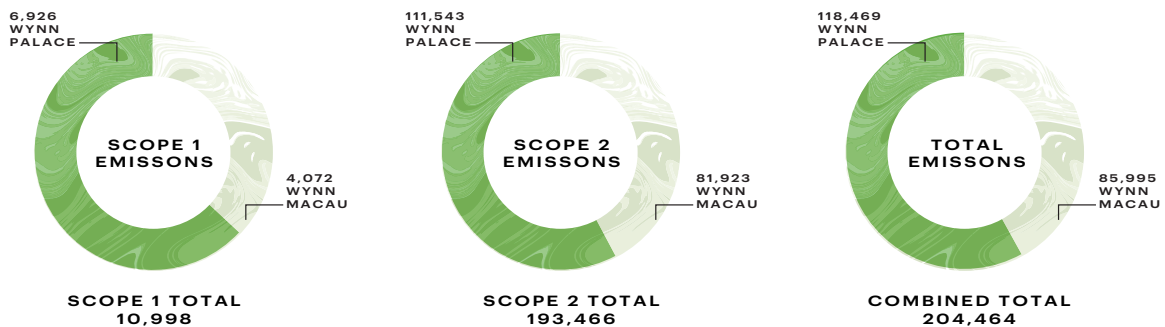
In addition to minimizing emissions, we actively consider advanced technologies and evaluate the feasibility of renewable energy generation to reduce our reliance on grid electricity.

GHG Emissions by Scope and Property (t CO₂e)

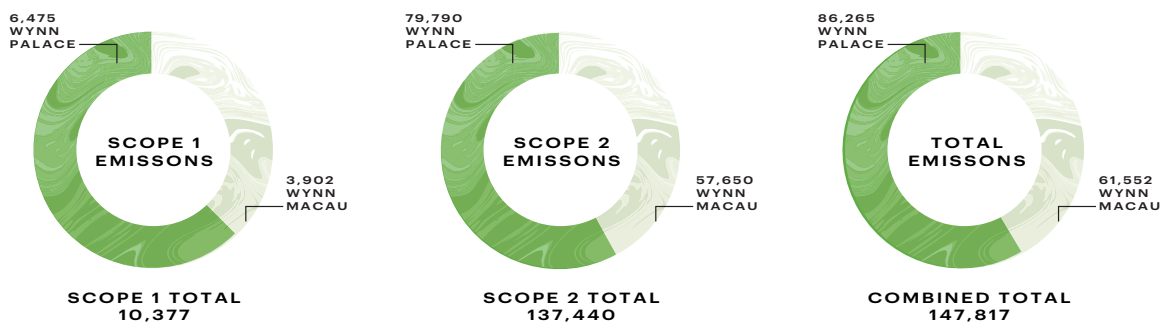
2020



2021



2022



Environmental Stewardship

Promoting Energy Efficiency

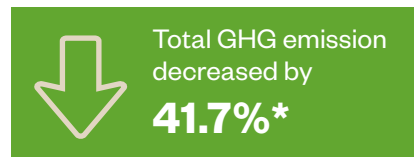
We see promoting energy efficiency as an effective way to reduce carbon emissions for the benefit of combating climate change, while also generating operational cost savings. Following our goal of Net Zero resorts by 2050, we are constantly exploring opportunities to improve our energy efficiency and achieve decarbonization in our operations.

Air-conditioning is seen as a major energy consumption source in buildings. Since January 2022, Wynn has optimized its chilled water production system and adjusted its chiller control strategy, which led to an improvement of the system performance and 12.6% reduction in electricity consumption of the chiller system in Wynn Macau.




Conserving Water


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




* Compared to 2019

- 


INVESTING IN SMART TECHNOLOGIES

- 


CONTROLLING AND REPAIRING LEAKS

- 

METERING WATER USE ON A FUNCTIONAL BASIS

- 

PRIORITIZING WATER EFFICIENCY EQUIPMENT AND APPLIANCES

- 

ALIGNING PRACTICES AMONG OUR RESORTS



Environmental Stewardship

The Environmental Management System

We made use of one of the world’s most scientifically rigorous environmental management systems (EMSs), designed by EarthCheck specifically for companies operating in the travel and tourism industries. This system has enabled us to continuously improve the standards we use to measure and monitor our environmental performance. In 2021, we were Benchmarked Bronze by EarthCheck, making Wynn the only operator in Macau to have all our properties benchmarked.

We are delighted to announce that in 2022 Wynn passed its EarthCheck audit and was awarded Silver Certification. This milestone is a result of our continuous commitment to environmental performance improvement in the areas of energy, water consumption and waste production.

Adding to this significant achievement, our EMS and sustainability efforts are recognized by a series of awards and certifications. These recognitions further reinforce Wynn's robust commitment to support and promote Macau's sustainable development. Our accomplishments are highly acclaimed by the industry and have gained local and international acknowledgment, including the below:

PATA Grand Award

Wynn won the Grand Award in Sustainability and Social Responsibility at the PATA Gold Awards 2022, becoming the first integrated resort in Macau bestowed with this recognition. PATA is one of the three largest tourism organizations in the world, and the regional PATA Gold Awards recognizes outstanding organizations and individuals in the tourism industry. This recognition affirmed Wynn's achievements in improving its operations while supporting environmental protection and social responsibility through different pioneering initiatives, including becoming the first in Macau to adopt the "Winnow Vision" AI food waste management system, the first integrated resort in Macau partnering with premium Swedish water brand Nordaq to jointly design and develop the Nordaq 2000 Refilling System, and the only enterprise in the region to win the 2nd sustainable development forum 2021 – typical cases of carbon neutrality.

Marine Stewardship Council (MSC) Chain of Custody (CoC) and the Aquaculture Stewardship Council (ASC) CoC

In 2021, Wynn Palace successfully passed an audit conducted by third-party certification agencies to obtain dual certification from MSC CoC and ASC CoC. We were proud to become the first and only enterprise in Macau to acquire these international accreditations. This certification ensured that the wild-caught and farmed seafood offered by Wynn complies with international standards on sustainable fishery and traceability of seafood. Starting this year, we are conducting annual audits to maintain these certifications.

Business Sustainability Index by The Centre for Business Sustainability of The Chinese University of Hong Kong's Business School

Wynn holds a Top 10 place in the HBSI and Top 20 placement in the GBBSI for recognizing our CSR

values, CSR management, CSR practices, and our contributions to economic, social and environmental sustainability.

Macao Green Hotel Award

Wynn Macau and Wynn Palace were honored by the Environmental Protection Bureau of Macau with the Gold Award and Silver Award respectively in recognition of the improvements we 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.



Keeping Our Company and Community Green

While our main environmental objectives help us reduce our resources use, we can only get so far without continuously raising awareness among our staff and community on the importance of "being green". By organizing a variety of activities and workshops, Wynn endeavors to share and promote the latest trends and developments in the field of sustainability among our own team members and other professionals in the industry, and thereby strives to make a valuable contribution towards building Macau into a modern green city.

We believe that reaching out and educating the community will bring us one step closer to a greener world. This year, Wynn organized ecological tours for local schools, universities, enterprises, and community groups to help promote care for the environment and awareness of sustainable development. Participants visited the back-of-house areas in the resort where they witnessed first-hand the innovative environmental facilities operated by Wynn, including the Winnow Vision System, the Nordaq 2000 onsite automated water bottling plant, our vertical garden and our aquaponic system.

To communicate our social and environmental goals within the team, we show how each employee can demonstrate sustainability at both work and home and each new team member goes through our sustainability training during their orientation.

Sustainable Education

Wynn appreciates the need to refresh our team members' knowledge about sustainability. Following last year's Good Food for People and Planet training series, we continued to regularly host education on trending topics, such as sustainable seafood, sustainable wine and food waste reduction. We see these training series as effective means to foster a sustainable culture among Wynn's team members. In particular, Wynn hosted the masterclass in sustainable wines, for our team members to have the opportunity to hear more about different types of sustainable wine, their farming and production methods, life cycle carbon footprint of the processes, and

how the wine industry has moved towards sustainable development.

Through these promotions and activities, Wynn hopes to set an example of sustainable luxury and to show that a five-star resort can consistently provide world-class

services while striving to raise the bar of sustainable hospitality and help build a greener Macau.



Keeping Our Company and Community Green

Nurturing Young Generations

Innovative Advancement

Wynn has been a supporter of Pui Ching Middle School Macau's team to participate in the International Genetically Engineered Machine Competition since 2020. Their project aimed to support hydroponic farming using engineered bacteria to improve the quality of agricultural products and reduce carbon footprint, with the wider objective to raise awareness of food insecurity. Aside from providing financial support, Wynn's management team also met with the students during September to share presentation feedback and industry insight on environmental sustainability. Competing with 350 participant schools worldwide, the Pui Ching team was awarded Gold Medal, and Best Hardware and Best Sustainable Development Impact in the high school category. Following the competition, the Pui Ching team was also invited to showcase their idea at Wynn's booth in Macao International Environmental Cooperation Forum and Exhibition where they gained wider exposure and exchanged ideas with other participants.



Biodiversity Conservation

It was the second consecutive year that our Foundation has become title sponsor of the 15th Conference of Parties to the United Nations Convention on Biological Diversity (COP15) – "Beauty in Thousands of Forms" Children's Visual Art Works (Macau Division). We aimed to raise the next generation's awareness on the importance of biodiversity protection and climate change, and at the same time to empower them to showcase their creativity using paints and drawing pens on artworks. The competition was organized by the China National Children's Center and the Center for Environmental Education

and Communications of Ministry of Ecology and Environment of mainland China. It received positive responses from the local community with overwhelming artwork submissions, and outstanding artworks were sent to the next stage of competition on the national level. Moving forward, Wynn will continue our support to safeguarding biodiversity and supporting mainland China's and Macau's biodiversity conservation strategy.



Our Governance

Our Governance Message

Our commitment to integrity and dedication to maintaining and ensuring high standards of corporate governance are fundamental to our ability to conduct our business and sustain the respect of the investment community and the people who regulate our industry.

The Board and executive team, through effective leadership, take their duty to protect, implement and enhance our remarkable corporate culture and employee proprietor mindset seriously, as we aim to push the entire hospitality industry to new heights.

We acknowledge our responsibility to society and the environment, and we work alongside governments and the industry, to do our part to ensure a better future for our employees, our guests, our stakeholders, among others. As a company, we are committed to delivering the highest standards of luxury hospitality to our guests, while at the same time ensuring that we are a caring and responsible leader while being sustainability driven.

We have established a robust governance process and maintained appropriate and effective risk management which covers all aspects of our operations. Particularly ESG aspects, such as environmental stewardship, supply chain management, workplace conduct, mentorship and guidance, and human rights are all vital components of our governance processes. The Board has overall responsibility of overseeing the risk management and internal control systems of the Company. ESG risk management requires collaborative efforts, which possess a wide range of skills, knowledge and experience, to become effective in formulating appropriate responses.

Wynn is committed to being environmentally responsible. We have developed and implemented programs, both in our guest offerings and our operational system, to promote efficient operations and conserve resources. Understanding that climate change is one of the most critical challenges facing society and the environment today, we are fully committed to helping alleviate the negative environmental impacts on our world, and while our ultimate corporate goal is aggressive: to operate zero carbon, zero waste resorts.

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



Board Oversight of ESG Issues

Our reputation and the value of our brand, including the perception held by our customers, business partners, other key stakeholders, and the community in which we do business, are of critical importance. Our business faces increasing scrutiny related to ESG 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 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 GBA. 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 conduct various training and development programs. With 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, all of which ultimately benefits 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 GBA and beyond. Through our 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 and optimizing energy and resource consumption and embracing technologies that help us to use our resources responsibly. We are also committed to the Wynn Sustainability Goals and are making progress toward reducing or offsetting all carbon dioxide produced by our operations no later than 2050, as well as 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.

Board Composition and Diversity

The Board governs the Company and is responsible for overall leadership of the Group. The Board works to promote the success of the Group through oversight and direction of the Group's business dealings and has delegated the general day-to-day operations of the Group's business to the executive directors and management team. The Board determines the overall strategic priorities for the Company, reviews and approves budgetary affairs and oversees and monitors the overall performance of management.

The Board has a balanced composition of executive and non-executive directors (including independent non-executive directors), and in 2022, it was composed of ten directors, five of whom are independent.

The Board has received appropriate delegation of its

functions and powers and has established appropriate Board committees including audit and risk committee, remuneration committee, and nomination and corporate governance committee.

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

aspects that are appropriate to the Company's business and succession planning, as applicable.

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

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

Sustainability Governance

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

Sustainability Oversight at Wynn



Established in 2018, our formal Sustainability department with a dedicated team, led by the Vice President of Sustainability, reports to the Chief Financial Officer and Chief Administrative Officer. Our Sustainability department oversees the day-to-day management and implementation of our socially and environmentally focused programs and initiatives. 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 are responsible for implementing sustainability initiatives within their respective departments. Learn more about our environmental initiatives in the [Our Planet](#) section.

Sustainability Governance

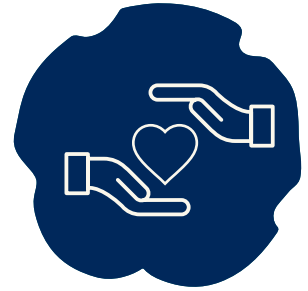
OUR OVERARCHING COMMITMENT TO SOCIAL RESPONSIBILITY INCLUDES:



Creating a five-star workplace



Fostering a diverse and inclusive workforce



Furthering social impact initiatives in our communities



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



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



Investing in the training and development of our employees and others in our community

To learn more about our corporate governance and the overall governance structure of the organization, see our [2022 Annual Report](#).

Sustainability Governance

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

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. For example, as a result of our endeavor to ensure the seafood provided by Wynn complies with the international standards for sustainable fishery and seafood traceability, Wynn Palace successfully qualified for MSC CoC and ASC CoC certifications in 2022, making Wynn the first and only enterprise in Macau to hold these two prestigious international accreditations.

Other than seafood, as one of our ongoing responsible procurement initiatives this year, we started to procure cage free eggs at both our

resorts. At Wynn Macau, the use of cage free eggs reached 70% of our total egg consumption since June 2022.

In addition to F&B, our sustainable procurement covers other day-to-day items, including cutlery, in-room amenities, office equipment and cleaning products. We are exploring opportunities to revamp our in-room amenities offerings. We are also aware that cleaning products are one of the largest consumables within our operation. We have chemical cleaning products certified as biodegradable or being Green Seal-certified. At our properties, we give priority to equipment with sustainable credentials, such as LED lights, eco-friendly refrigerants, water-based paints and Forest Stewardship Council (FSC)-certified plywood.



Sustainability Governance

We have long placed significant emphasis on creatively spreading sustainability messages to the wider community during festive celebrations. Since 2020, we have used FSC paper and soy ink for our Wynn calendar, and this year we started to adopt the same materials for our Chinese New Year cake giftbox and red packets. For mid-autumn festival, we phased out unnecessary packaging in our mooncake giftbox and prepared this year's mooncake giftbox using FSC paper.

We acknowledge supply chain risks can bring uncertainty to our operation. We 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.

Wynn recognizes sustainable and responsible procurement as an effective way to manage environmental and social risks in our supply chain, and we look forward to expanding

collaboration with our upstream and downstream partners and encouraging positive changes.



100% of new Wynn employees received training of sustainability and sustainable procurement.



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. 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 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.



ESG Risks and Opportunities

Recruiting, developing, and retaining a talented workforce is a persistent risk that is specific to Macau and is consistently ranked at the top of the risks and opportunities lists. 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.

Wynn recognizes the risks of climate change to our business and has prioritized it as a material ESG topic. We understand Macau is no stranger to extreme weather and each year this is brought into sharp focus during the summer typhoon season. Climate science forecasts

the intensification of tropical storms and in response, Wynn is focusing on climate resilience measures and environmentally friendly practices. 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. In addition to climate adaptation, Wynn has also taken effective GHG emissions reduction measures over the years to do our part in mitigating climate change risk.

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.

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



Governance Policies

To earn and sustain the respect of our guests, colleagues, regulators, and the investment community, we have made a true corporate commitment to ensure 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.

Our Code of Ethics

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 driven 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 maintain positive 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.

Governance Policies

Human Trafficking Prevention Statement

We recognize the devastating 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.



**Over
24,300**
hours of Compliance
training

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

There were no cases of bribery or corruption reported in 2022, 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 2022. 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.



100%
of Wynn employees
received anti-
corruption policies
communication



Cyber Security

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

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

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

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

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

To increase team members' awareness of cyber and data security, we conduct annual compliance trainings for our employees to ensure them to take the correct steps to protect themselves, our guests and our Company. Training of PCI DSS has been arranged for our employees with over 7,500 participants since 2018.

To date, there have been zero substantiated complaints of breaches resulting from a compromise of customer privacy or data in Wynn which demonstrated our tremendous efforts in achieving high cyber security standard.



Over 7,500 participants attended training of PCI DSS since 2018

Governance Policies

Responsible Gaming

As one of the key stakeholders in the responsible gaming framework, Wynn is committed to supporting responsible gaming initiatives and has pledged to make responsible gaming integral to our daily operations. With the ultimate goal of facilitating sustainable and healthy development of Macau's gaming industry, we continuously work with different stakeholders to increase awareness and understanding of team members, citizens, and tourists' about 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 to facilitate the healthy development of our industry.

The Macau government's Working Group on Responsible Gambling set up a "Responsible Gambling Indicators" to effectively raise the public awareness and promote the message of responsible gambling in Macau. Wynn Palace was pleased to be recognized as "Responsible Gambling Model Unit" by the working group. This achievement showcased Wynn's continuous effort in supporting responsible gambling programs in Macau for healthy and orderly development of the gaming industry, as well as to protect the rights of gambling participants so as to minimizing the personal and the family impact caused by problem gambling.

Internally, to ensure our team members have a solid foundation of knowledge on responsible gaming, we provided training courses covering topics on existing responsible gaming policies, the symptoms of gambling disorders and other responsible gaming topics. These courses offered updates to team members and enabled 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 helped team members 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 2022, we have had over 6,700 participants from various departments, attending over 6,800 hours of responsible gaming training.

We also designed interactive promotion activities with fun games and quizzes to strengthen team members' awareness on responsible gaming and resilience to problem gambling. Each activity focused on respective themes and objectives, such as Understanding the Responsibilities and Roles of the Stakeholders in Responsible Gaming, There Is No Way to Predict Gambling Outcomes, Breaking the Gambling Myths, Seek Help Proactively, and Don't Borrow Money to Gamble. In 2022, more than ten roadshows were organized for over 20,000 attendees.

Furthermore, we fully support our team members to further their knowledge of responsible gaming and obtain related professional qualification. Our nominated team members were granted a certificate of completion in "Macau Responsible Gambling Advisor" course at the closing ceremony of the 2022 responsible Gambling Promotion Scheme.



Governance Policies

We work closely with the Gaming Inspection and Coordination Bureau of Macau, the Social Welfare Bureau of Macau, the Institute for the Study of Commercial Gaming of the University of Macau, and other local NGOs to formulate and implement best practices 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 support of the Macau government's policies and promotional strategies, we infuse new elements into our annual responsible gaming promotional plan and circulate our Wynn Macau and Wynn Palace Implementation Measures of Responsible Gaming, which outlines the many measures we take to promote responsible gaming. These include but are not limited to:

- Display messages on responsible gaming, reminder of potential risks of gaming and information about self and third-party exclusions using posters, brochures, pamphlets, displays boards, video clips etc;
- Advertising responsibly by not promoting actively any gaming activity, and including a responsible gaming message and/or a toll-free helpline number in advertising messaging where practical;
- Broadcasting videos, including the latest video 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;
- Providing education to new employees on responsible gaming as well as periodic training to refresh their knowledge;
- Organizing annual promotion project in local community, such as a launching parent-child picture book "Dream Paradise" and developing a plan to organize an interactive parent-child theatre shows in school campus and local community to promote responsible gaming awareness; and
- Launching a training program for employees by partnering with the Macao Gaming Industry Employees Home to nurture more talents to promote responsible gaming amongst the community.



2022 Performance Metrics

Employees

Workforce Demographics	2022	2021	2020
Total employees¹	11,939	12,671	13,417
By gender			
Male	5,866	6,302	6,740
Female	6,073	6,369	6,677
By age group			
Under 30 years old	1,438	1,934	2,561
- % of workforce	12.0%	15.3%	19.1%
30-50 years old	7,315	7,713	8,012
- % of workforce	61.3%	60.9%	59.7%
Over 50 years old	3,186	3,024	2,844
- % of workforce	26.7%	23.8%	21.2%
Employees by gender (male / female)	49.1% / 50.9%	49.7% / 50.3%	50.2% / 49.8%
Employees at management level²	1,146	1,155	1,166
Management employees ² (% of workforce)	9.6%	9.1%	8.7%
Turnover statistics³			
Turnover rate	11.2%	9.2%	6.6%
By gender			
Male	12.8%	10.6%	7.4%
Female	9.6%	7.8%	5.8%
By age group			
Under 30 years old	20.4%	18.1%	11.5%
30-50 years old	11.7%	8.6%	5.9%
Over 50 years old	5.8%	4.9%	4.3%
Voluntary turnover rate ⁴	7.0%	6.9%	4.2%
Involuntary turnover rate ⁵	4.2%	2.3%	2.4%
Employee Health and Safety			
2022			
2021			
2020			
Injury rate (IR) (incidents per 200,000 hours) ⁶	1.4	1.8	1.3
Lost days rate (LDR) (days per 200,000 hours) ⁷	34.0	36.5	25.0
Absentee rate (AR) (% of total days worked) ⁸	2.1%	1.6%	1.4%

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

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

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

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

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

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

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

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

Employee Training

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

	2022	2021	2020
% of employees trained ⁹	77.5%	87.1%	89.3%
% of employees trained - male / female ⁹	74.6% / 80.4%	82.6% / 91.5%	87.4% / 91.3%
% of employees trained - management / non-management ⁹	98.3% / 75.3%	96.7% / 86.1%	97.2% / 88.6%
Average employee training (hours) - male / female ¹⁰	10.2 / 12.5	9.7 / 11.0	6.9 / 8.3
Average employee training (hours) - management / non-management ¹⁰	13.3 / 13.6	16.5 / 10.7	17.6 / 7.1
% of employees anti-corruption policies communicated	100% ¹¹	100% ¹¹	94% ¹²
Number of management employees receiving formal anti-corruption training	767	745	745

Community Engagement

	2022	2021	2020
Monetary donations (HK\$ millions)	145.9	142.2	119.6
Events ¹³	83	86	93
Volunteer hours ¹⁴	24,135	22,505	14,000
WE Volunteer team members	2,585	2,701	2,635
Event participants ¹⁵	6,488	6,590	4,018

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

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

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

¹² 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.

¹³ Events included both Wynn and non-Wynn organized events in which Wynn's team members participated.

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

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

Environmental Performance

Emissions	2022	2021	2020
Nitrogen oxides (NOx) emissions (kg) ¹⁶	552	52	448
Sulfur oxides (SOx) emissions (kg) ¹⁶	4	2	2
Particulate matter (PM) emissions (kg) ¹⁶	3	4	43
Greenhouse gas emissions (t CO ₂ e) ¹⁷	147,817	204,464	188,193
Scope 1 emissions (t CO ₂ e)	10,377	10,998	9,121
Scope 2 emissions (t CO ₂ e) ¹⁸	137,440	193,466	179,072
Carbon intensity (t CO ₂ e per m ²)	0.18	0.25	0.23

Energy	2022	2021	2020
Total energy consumption (MWh) ¹⁹	269,533	286,690	268,340
Energy consumption intensity (MWh per m ²) ²⁰	0.33	0.35	0.33

Water Consumption (in m ³)	2022	2021	2020
By location			
Wynn Palace	1,273,121 ²¹	1,145,484	984,432
Wynn Macau	771,585	810,771	769,662
Total	2,044,706	1,956,255	1,754,094
Water consumption intensity (m ³ per guest night)	5.3	3.5	5.8

¹⁶ The increase in NOx and SOx emissions were due to our efforts in enhancing data quality. In 2022, we expanded the data coverage to also cover liquefied petroleum gas (LPG) use at Wynn Macau and natural gas use at Wynn Palace, whereas the previous years' data included gas and diesel use in both properties.

¹⁷ Greenhouse gas emissions are calculated based on the Greenhouse Gas Protocol.

¹⁸ The CEM electricity emissions factor changes each year based on the mix of their energy purchase.

¹⁹ Our energy consumption includes electricity, gas, diesel, natural gas and LPG all converted to an equivalent unit. Our scope excludes offsite warehouses and our previous dormitories until 2021, a small development office and the employee shuttle buses.

²⁰ Energy consumption intensity is based on the resort footprint (m²) and includes gaming, convention, hotel, retail and F&B operations.

²¹ The increase in water consumption this year is attributed to a combined result of renovation and maintenance of water systems and increasing daily water input into the swimming pool to align with the guideline from the Macau government.

Environmental Performance

Waste	2022	2021	2020
Non-hazardous waste (tonnes)	6,808	7,935	7,054
Non-hazardous waste intensity (kg per m ²)	8.35	9.74	8.66

Recycling (Diverted waste in kg)	2022	2021	2020
Cardboard	317,936	386,205	339,349
Glass	16,140	20,568	15,929
Cooking oil	19,309	33,530	26,377
Batteries	32,899	19,778	103,784
Scrap metal	33,549	22,465	3,831
Soap	2,417	5,281 ²²	3,858
Others ²³	162,890 ²⁴	132,436 ²⁴	11,454
Total	585,140	620,263²²	504,582

Procurement

Procurement Spend Percentage by Region	2022	2021	2020
Macau	86.1%	85.1%	82.8%
Hong Kong	8.7%	8.9%	11.0%
Others	5.2%	6.0%	6.2%
Procurement Suppliers Percentage by Region	2022	2021	2020
Macau	60.1%	58.6%	54.8%
Hong Kong	24.7%	24.8%	26.2%
Others	15.2%	16.6%	19.0%

²² The amount was adjusted according to revised data in 2021.

²³ Others includes but may not be limited to electronics, aluminium, light tubes, coffee capsules, paper, various plastics, uniforms and food.

²⁴ Uniforms, food waste diversion and food donation included in Others since 2021.

Content Index

About this Report

This Sustainability Report (Report) covers the calendar year 2022. 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 [2022 Annual Report](#). The Report covers Wynn Macau Limited a holding company and our main operating subsidiary, Wynn Resorts (Macau) S.A., which owns and operates the destination casino resorts “Wynn Palace” in the Cotai area of Macau and “Wynn Macau” on the Macau peninsula.

This Report is developed referencing existing local and globally recognized reporting frameworks. It is prepared in accordance with the ESG Reporting Guide as set out in Appendix 27 of the Rules Governing the Listing of Securities on the HKEX and referencing the GRI Standards, covering the core operations and activities of Wynn. It also references the SASB for industry-specific impacts in the hotel, gaming and F&B industries. In addition, we prepared our carbon footprint disclosures using the GHG Protocol. We also support the United Nations Sustainable Development Goals (UNSDGs) and have presented the report’s alignment with applicable SDGs in respective sections.

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



Combined GRI & HKEX Index

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

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
GRI 2: General Disclosures (2021)				
The Organization and its Reporting Practices				
2-1		Organizational details	<ul style="list-style-type: none"> Welcome to Wynn Content Index 	<ul style="list-style-type: none"> Name of the organization - Wynn Macau, Limited ("WML", "Wynn", "we" or the "Company") Location of headquarters - Wynn Palace, Avenida da Nave Desportiva, Cotai, Macau Location of operations - Macau SAR, People's Republic of China Ownership and legal form: <ul style="list-style-type: none"> - A publicly listed company on the Hong Kong Stock Exchange - Approximately 72% beneficially held by Wynn Resorts, Limited
2-2	--	Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> Content Index 	WML 2022 Annual Report <ul style="list-style-type: none"> Financial Statements Notes to Financial Statements 1. Corporate and Group Information
2-3		Reporting period, frequency and contact point	<ul style="list-style-type: none"> Content Index 	<p>The highlights, content, and metrics shared in this report cover the calendar year of 2022. We have provided trend data where feasible. Financial Information is disclosed in the 2022 Annual Report.</p> <p>Angel Vong, Vice President - Finance Email: Sustainability@wynnpalace.com</p>
2-4		Restatements of information	<ul style="list-style-type: none"> Content Index 	There have been no material restatements during the period.
Activities and workers				
2-6	KPI B5.1 KPI B5.2	Activities, value chain, and other business relationships	<ul style="list-style-type: none"> Welcome to Wynn Our People Our Communities <ul style="list-style-type: none"> - Supporting Entrepreneurship and Innovation Our Governance <ul style="list-style-type: none"> - Sustainability Governance 2022 Performance Metrics Content Index 	<ul style="list-style-type: none"> WML 2022 Annual Report Management Discussion and Analysis Wynn Macau and Wynn Palace websites <p>In 2022, there were no significant changes in the WML's sector(s), the entire value chain, and other relevant business relationship comparing to 2021.</p>
2-7	KPI B1.1	Employees	<ul style="list-style-type: none"> Welcome to Wynn Our People 2022 Performance Metrics Content Index 	WML 2022 Annual Report <ul style="list-style-type: none"> Directors and Senior Management All employees from WML are located in Macau.
2-8		Workers who are not employees		
Governance				
2-9	--	Governance structure and composition	<ul style="list-style-type: none"> Our Governance Content Index 	WML 2022 Annual Report <ul style="list-style-type: none"> Corporate Governance Report
2-10		Nomination and selection of the highest governance body	<ul style="list-style-type: none"> Content Index 	WML 2022 Annual Report <ul style="list-style-type: none"> Corporate Governance Report
2-11	--	Chair of the highest governance body	<ul style="list-style-type: none"> Content Index 	WML 2022 Annual Report <ul style="list-style-type: none"> Directors and Senior Management Our Directors

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
GRI 2: General Disclosures (2021)				
Governance				
2-12	MD 14 MD 13 (iii) GD A4	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> • Our Approach to Sustainability <ul style="list-style-type: none"> - Material ESG Topics • Our Governance <ul style="list-style-type: none"> - Board Oversight of ESG Issues - Sustainability Governance - ESG Risks and Opportunities • Content Index 	WML Sustainability Principles
2-13	MD 13(ii)	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> • Our Governance <ul style="list-style-type: none"> - Board Oversight of ESG Issues - Sustainability Governance - ESG Risks and Opportunities • Content Index 	WML 2022 Annual Report - Corporate Governance Report Our Board directly supports our sustainability initiatives by prioritizing ESG goals to drive long-term corporate value.
2-14	MD 13(i)	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> • Our Governance <ul style="list-style-type: none"> - Board Oversight of ESG Issues • Content Index 	This report has been reviewed by WML's CEO and Board of Directors.
2-15	--	Conflicts of interest	<ul style="list-style-type: none"> • Content Index 	WML 2022 Annual Report - Management Discussion and Analysis
2-16	--	Communication of critical concerns	<ul style="list-style-type: none"> • Content Index 	In 2022, there were no grievances confirmed in relation to critical concern.
2-17	--	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> • Our Governance <ul style="list-style-type: none"> - Sustainability Governance • Content Index 	WML 2022 Annual Report - Corporate Governance Report
2-18	--	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> • Content Index 	WML 2022 Annual Report - Corporate Governance Report - Board Committees
2-19	--	Remuneration policies	<ul style="list-style-type: none"> • Content Index 	WML 2022 Annual Report - Report of the Directors - Remuneration Policy - Corporate Governance Report
Strategy, Policies and Practices				
2-22		Statement on sustainable development strategy	<ul style="list-style-type: none"> • Welcome to Wynn <ul style="list-style-type: none"> - A Message from Linda Chen • Our Approach to Sustainability 	--
2-23	--	Policy commitments	<ul style="list-style-type: none"> • Our Approach to Sustainability <ul style="list-style-type: none"> - Living Our Principles • Our People <ul style="list-style-type: none"> - Workforce message - Employee Health, Wellbeing and Benefits - Keeping Our Team and Guests Safe • Our Communities <ul style="list-style-type: none"> - Supporting Entrepreneurship and Innovation • Our Governance <ul style="list-style-type: none"> - Board Composition and Diversity - Governance Policies • Content Index 	WML 2022 Annual Report - Corporate Governance Report WML Sustainability Principles
2-26	KPI B7.2	Mechanisms for seeking advice and raising concerns (Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored)	<ul style="list-style-type: none"> • Our Governance <ul style="list-style-type: none"> - Governance Policies • Content Index 	WML Sustainability Principles

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
GRI 2: General Disclosures (2021)				
Strategy, Policies and Practices				
2-27	GD A1	Compliance with laws and regulations (Policies and compliance with relevant laws and regulations that have a significant impact on the issuer on the following aspects): • Emission	<ul style="list-style-type: none"> • Our Planet <ul style="list-style-type: none"> - Environmental Stewardship • Content Index 	<p>We have internal emissions monitoring and auditing systems that span across the organization. Results are reported monthly and audited annually. The Sustainability team meets monthly with representatives throughout the Company to communicate progress. To our knowledge, Wynn is not subject to any specific country, regional, or industry-level emissions regulations and policies.</p> <p>In 2022, there were no confirmed incidents of non-compliance or grievances confirmed in relation to environmental protection laws or regulations that have a significant impact on us.</p> <p>Nearly all of Macau's water comes from the West River's Modaomen Channel in Zhuhai City, mainland China.</p> <p>All wastewater is discharged to local municipal treatment systems in compliance with applicable legal requirements.</p>
	GD B1	• Employment	<ul style="list-style-type: none"> • Our People <ul style="list-style-type: none"> - Employee Health, Wellbeing and Benefits • Our Governance <ul style="list-style-type: none"> - Governance Policies • Content Index 	<p>WML Sustainability Principles</p> <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>
	GD B2	• Health and Safety	<ul style="list-style-type: none"> • Our People <ul style="list-style-type: none"> - Employee Health, Wellbeing and Benefits - Keeping Our Team and Guests Safe • Content Index 	<p>WML Sustainability Principles</p> <p>In 2022, 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 2022.</p>
	GD B4	• Labour Standards	<ul style="list-style-type: none"> • Our Governance <ul style="list-style-type: none"> - Governance Policies • Content Index 	<p>Our Sustainability Principles, 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 2022.</p>
	GD B6	• Product Responsibility	<ul style="list-style-type: none"> • Our People <ul style="list-style-type: none"> - Keeping Our Team and Guests Safe • Our Governance <ul style="list-style-type: none"> - Governance Policies • Content Index 	<p>In 2022, there were no reported incidents of non-compliance concerning or grievances confirmed concerning:</p> <ul style="list-style-type: none"> - the health and safety impacts of products and services - product and service information and labeling - breaches of customer privacy and customer data <p>In 2022, no products were subject to recalls for health or safety reasons.</p>
	GD B7	• Anti-corruption	<ul style="list-style-type: none"> • Our Governance <ul style="list-style-type: none"> - Governance Policies • Content Index 	<p>WML 2022 Annual Report</p> <ul style="list-style-type: none"> - Report of the Directors - Business Review - Compliance with Laws and Regulations
	2-28	--	Membership associations	<ul style="list-style-type: none"> • Content Index
--	GD A4	Climate Change: General Disclosure	<ul style="list-style-type: none"> • Our Governance 	--
Stakeholder Engagement				
2-29	--	Approach to stakeholder engagement	<ul style="list-style-type: none"> • Our Approach to Sustainability <ul style="list-style-type: none"> - Material ESG Topics 	--
2-30	--	Collective bargaining agreements	<ul style="list-style-type: none"> • Content Index 	Our employees are not members of a labor union and we are not party to any collective bargaining or similar agreements with our employees.

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
GRI 3: Material Topics (2021)				
3-1	MD15	Process to determine material topics	<ul style="list-style-type: none"> Our Approach to Sustainability - Material ESG Topics 	--
3-2	MD 14 MD15	List of material topics		--
MATERIAL TOPICS - GRI 200 SERIES (ECONOMIC TOPICS)				
GRI 201: Economic Performance (2016)				
3-3	GD B8	Management of material topics (Policies on community engagement)	<ul style="list-style-type: none"> Welcome to Wynn - A Message from Linda Chen Our Communities Content Index 	To ensure the effectiveness of our community outreach programs, we engage with local NGOs to gauge their needs on a regular basis.
201-1	KPI B8.2	Direct economic value generated and distributed (Resources contributed to the focus area on community investment)	<ul style="list-style-type: none"> Welcome to Wynn - A Message from Linda Chen - 2022 Highlights Our Communities 2022 Performance Metrics Content Index 	WML 2022 Annual Report - Financial Statements
201-2	KPI A4.1	Financial implications and other risks and opportunities due to climate change (Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them)	<ul style="list-style-type: none"> Our Governance - Board Oversight of ESG Issues - ESG Risks and Opportunities Content Index 	WML 2022 Annual Report - Management Discussion and Analysis - Material Risk Factors
201-3	--	Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> Our People - Employee Health, Wellbeing and Benefits Content Index 	WML 2022 Annual Report - Report of the Directors - Remuneration Policy
GRI 203: Indirect Economic Impacts (2016)				
3-3	GD B8	Management of material topics (Policies on community engagement)	<ul style="list-style-type: none"> Welcome to Wynn - Wynn Care Our Communities 	--
203-2	KPI B8.1	Significant indirect economic impacts (Focus areas of contribution on community investment)	<ul style="list-style-type: none"> Welcome to Wynn - Wynn Care Our Communities 	--
GRI 204: Procurement Practices (2016)				
3-3	GD B5 KPI B5.3	Management of material topics (Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored)	<ul style="list-style-type: none"> Our Communities - Supporting Entrepreneurship and Innovation Our Governance - Sustainability Governance 	--
--	KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored		
204-1	GD B5	Proportion of spending on local suppliers	<ul style="list-style-type: none"> Welcome to Wynn - 2022 Highlights Our Communities - Community highlights - Supporting Entrepreneurship and Innovation 2022 Performance Metrics Content Index 	WML 2022 Annual Report - Report of the Directors - Major Clients and Suppliers
GRI 205: Anti-corruption (2016)				
3-3	GD B7	Management of material topics	<ul style="list-style-type: none"> Our Governance - Governance Policies Content Index 	WML Sustainability Principles

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
MATERIAL TOPICS - GRI 200 SERIES (ECONOMIC TOPICS)				
GRI 205: Anti-corruption (2016)				
205-2	KPI B7.3	Communication and training about anti-corruption policies and procedures (Description of anti-corruption training provided to directors and staff)	<ul style="list-style-type: none"> • Our People <ul style="list-style-type: none"> - Education and Development • Our Governance <ul style="list-style-type: none"> - Governance Policies • 2022 Performance Metrics • Content Index 	<p>We are committed to operating in accordance with the highest ethical standards. Our commitment to conducting business ethically starts with our Board, who oversee and promote compliance with our Code of Business Conduct and Ethics and our Anti-Corruption Policy.</p> <p>Our Anti-Corruption Policy, which applies to Wynn and all our affiliates ensures our business practices fully comply with applicable anti- corruption laws. All our employees must immediately report actual or potential violations of our policy or Anti-Corruption Laws, whether by Wynn employees or third parties, to our Compliance Officer or General Counsel. The Compliance Officer and General Counsel are responsible for the Company's compliance with the Anti-Corruption Policy.</p> <p>All employees and senior management receive anti-corruption communication updates and/or training. As part of our commitment to ethics, we require all senior leadership, Board members, and executives to receive annual training on our anti-corruption policies.</p> <p>Additionally, all employees are required to acknowledge understanding of the Company's Code of Business Conduct and Ethics annually.</p>
205-3	GD B7 KPI B7.1	Confirmed incidents of corruption and actions taken (Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases)	<ul style="list-style-type: none"> • Content Index 	<p>There were no incidents of corruption nor any identified legal cases regarding corrupt practices in 2022. We have not identified any non-compliance with laws and/or regulations.</p> <p>WML 2022 Annual Report</p> <ul style="list-style-type: none"> - Financial Statements - Notes to Financial Statements - 25. Commitments and Contingencies
--	KPI B7.2	Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored	<ul style="list-style-type: none"> • Our Governance <ul style="list-style-type: none"> - Governance Policies 	--
GRI 206: Anti-competitive Behavior (2016)				
206-1	--	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<ul style="list-style-type: none"> • Content Index 	<p>WML 2022 Annual Report</p> <ul style="list-style-type: none"> - Financial Statements - Notes to Financial Statements - 25. Commitments and Contingencies
MATERIAL TOPICS - GRI 300 SERIES (ENVIRONMENTAL TOPICS)				
GRI 301: Materials (2016)				
3-3	GD A2 GD A3	Management of material topics	<ul style="list-style-type: none"> • Our Planet <ul style="list-style-type: none"> - Environmental Stewardship • Our Governance <ul style="list-style-type: none"> - Sustainability Governance • Content Index 	Our local and global environmental policies, in conjunction with Goldleaf - our environmental sustainability program and our four main environmental management objectives, provide guidance for the efficient use of our natural resources.
301-1	KPI A2.5	Materials used by weight or volume (Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced)	<ul style="list-style-type: none"> • Content Index 	Wynn is primarily engaged in the provision of hospitality and gaming services. Packaging materials are not considered a material ESG topic, and are not disclosed for 2022. Packaging related to procurement of goods is handled as part of our plastic reduction plan and waste management system.
GRI 302: Energy (2016)				
3-3	GD A2 GD A3	Management of material topics	<ul style="list-style-type: none"> • Our Planet <ul style="list-style-type: none"> - Sustainability Message - Environmental Stewardship • Our Governance <ul style="list-style-type: none"> - Board Oversight of ESG Issues - Sustainability Governance - ESG Risks and Opportunities • Content Index 	Our local and global environmental policies, in conjunction with Goldleaf - our environmental sustainability program and our four main environmental management objectives, provide guidance for the efficient use of our natural resources.
302-1	KPI A2.1	Energy consumption within the organization	<ul style="list-style-type: none"> • Our Planet <ul style="list-style-type: none"> - Environmental Highlights - Environmental Stewardship • 2022 Performance Metrics 	--

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
MATERIAL TOPICS - GRI 300 SERIES (ENVIRONMENTAL TOPICS)				
GRI 302: Energy (2016)				
302-3	KPI A2.1	Energy intensity	<ul style="list-style-type: none"> • 2022 Performance Metrics • Content Index 	Energy usage intensity is comprehensive of resort operations including gaming, convention, hotel, retail, and F&B operations. The intensities are calculated based on resort footprint in square meters which remains mostly constant. Thus, not all variables (such as visitation, F&B covers, total employees) that may increase or decrease energy usage are considered in the equation.
302-4	KPI A2.3	Reduction of energy consumption (Description of energy use efficiency target(s) set and steps taken to achieve them)	<ul style="list-style-type: none"> • Our Planet <ul style="list-style-type: none"> - Environmental Highlights - Environmental Stewardship • Our Governance <ul style="list-style-type: none"> - Board Oversight of ESG Issues - Sustainability Governance - ESG Risks and Opportunities • Content Index 	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 2022, we achieved energy reduction through optimization of several systems such as the chilled water production systems and air-conditioning systems.
GRI 303: Water and effluents (2018)				
3-3	GD A2 GD A3	Management of material topics	<ul style="list-style-type: none"> • Our Planet <ul style="list-style-type: none"> - Environmental Stewardship • Content Index 	Wynn is taking steps to monitor and reduce our water usage. Our programs include investing in smart technologies, monitoring water use on a functional basis, aligning best practices among our resorts, and investing in equipment to reduce our water use intensity. At all our resorts, we take steps to utilize technology that uses water more efficiently. Evaporation and runoff are also minimized through our drip irrigation systems.
303-1 (a and c)	KPI A2.4 KPI A3.1	Interactions with water as a shared resource (Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them)	<ul style="list-style-type: none"> • Our Planet <ul style="list-style-type: none"> - Environmental Stewardship • Content Index 	<p>We continuously monitor our water use and rapidly identify any potential spikes and rectify them immediately. We target to keep our consumption below the level in 2019 (pre-pandemic baseline). In 2022 we achieved a decrease of 17.3% 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.</p> <p>At this time, all water consumption by Wynn is withdrawn from municipal water supplies provided by the Macau water supply authorities. To our knowledge, there is no issue in sourcing water that is fit for purpose in Macau.</p>
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)		<p>We assess water risk using the World Resources Institute Water Stress Map. Water Risk Assessment 2022: Macau: Low - Medium (10-20%)</p> <p>Source: World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas</p>
303-4	GD A1	Water discharge	<ul style="list-style-type: none"> • Content Index 	<p>Nearly all of Macau's water comes from the West River's Modaomen Channel in Zhuhai City, mainland China.</p> <p>All wastewater is discharged to local municipal treatment systems in compliance with applicable legal requirements.</p>
303-5	KPI A2.2	Water consumption in total and intensity (e.g., per unit of production volume, per facility)	<ul style="list-style-type: none"> • Our Planet <ul style="list-style-type: none"> - Environmental Highlights • 2022 Performance Metrics • Content Index 	Water usage is comprehensive of resort operations, including water use from F&B operations and restrooms for mass visitation day guests. Water intensity is based on number of guest nights (hotel rooms occupied). Thus, not all variables (such as visitation, F&B covers, total employee) that may increase or decrease water usage are considered in the equation.
GRI 305: Emissions (2016)				
3-3	GD A1 GD A3	Management of material topics	<ul style="list-style-type: none"> • Welcome to Wynn <ul style="list-style-type: none"> - Wynn Sustainability Goals • Our Planet <ul style="list-style-type: none"> - Sustainability Message - Environmental Stewardship • Our Governance <ul style="list-style-type: none"> - Board Oversight of ESG Issues • Content Index 	<p>We have internal emissions monitoring and auditing systems that span across the organization. Results are reported monthly and audited annually. The Sustainability team meets monthly with representatives throughout the Company to communicate progress.</p> <p>To our knowledge, Wynn is not subject to any specific country, regional, or industry-level emissions regulations and policies.</p> <p>In 2022, there were no confirmed incidents of non-compliance or grievances confirmed in relation to environmental protection laws or regulations that have a significant impact on us.</p>

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
MATERIAL TOPICS - GRI 300 SERIES (ENVIRONMENTAL TOPICS)				
GRI 305: Emissions (2016)				
305-1	KPI A1.1 KPI A1.2 KPI A1.5	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> Welcome to Wynn <ul style="list-style-type: none"> - 2022 Highlights - Wynn Sustainability Goals Our Planet <ul style="list-style-type: none"> - Sustainability Message - Environmental Highlights - Environmental Stewardship Our Governance <ul style="list-style-type: none"> - Board Oversight of ESG Issues 2022 Performance Metrics 	--
305-2		Energy indirect (Scope 2) GHG emissions		
305-4		GHG emissions intensity		
305-5		Reduction of GHG emissions (Description of emission target(s) set and steps taken to achieve them)		
305-7		Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		
GRI 306: Waste (2020)				
3-3	GD A1 GD A3	Management of material topics	<ul style="list-style-type: none"> Welcome to Wynn <ul style="list-style-type: none"> - A Message from Linda Chen Our Planet <ul style="list-style-type: none"> - Sustainability Message - Environmental Stewardship Our Governance <ul style="list-style-type: none"> - Our Governance Message - ESG Risks and Opportunities 	--
306-2 (a)	KPI A3.1	Management of significant waste-related impacts (Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them)	<ul style="list-style-type: none"> Our Planet <ul style="list-style-type: none"> - Environmental Stewardship 	--
306-3 (a)	KPI A1.3	Waste generated (Total hazardous and non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility))	<ul style="list-style-type: none"> Welcome to Wynn <ul style="list-style-type: none"> - 2022 Highlights Our Planet <ul style="list-style-type: none"> - Environmental Highlights - Environmental Stewardship 2022 Performance Metrics Content Index 	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			--
306-5	KPI A1.6	Waste directed to disposal (Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them)	<ul style="list-style-type: none"> Welcome to Wynn <ul style="list-style-type: none"> - 2022 Highlights Our Planet <ul style="list-style-type: none"> - Environmental Stewardship Content Index 	<p>In addition to the EarthCheck system that monitors key environmental indicators such as waste production, we use the Winnow Vision System to track and measure food waste, which is a large portion of our total waste. We have various internal targets to reduce food waste, increase recycling, and reduce total waste. Covering 70% of Wynn's catering operations, Winnow Vision System has already helped to reduce food waste by 35% since its implementation. 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>
MATERIAL TOPICS - GRI 400 SERIES (SOCIAL TOPICS)				
GRI 401: Employment (2016)				
3-3	GD B1	Management of material topics	<ul style="list-style-type: none"> Our People 	--
401-1 (b)	KPI B1.2	Employee turnover rate by gender, age group and geographical region	<ul style="list-style-type: none"> 2022 Performance Metrics Content Index 	All employees from WML are located in Macau.
401-2	--	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> Our People <ul style="list-style-type: none"> - Employee Health, Wellbeing and Benefits 	--
401-3	--	Parental leave		

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
MATERIAL TOPICS - GRI 400 SERIES (SOCIAL TOPICS)				
GRI 403: Occupational Health & Safety (2018)				
3-3 403-1	GD B2 KPI B2.3	Management of material topics (Occupational health and safety management system. Description of occupational health and safety measures adopted, and how they are implemented and monitored)	<ul style="list-style-type: none"> Our People <ul style="list-style-type: none"> Employee Health, Wellbeing and Benefits Keeping Our Team and Guests Safe Content Index 	In 2022, there were no major incidents of non-compliance or grievances in relation to health and safety laws and regulations. There were no incidents of occupational disease in 2022.
403-5	--	Worker training on occupational health and safety	<ul style="list-style-type: none"> Our People <ul style="list-style-type: none"> Keeping Our Team and Guests Safe 	--
403-9 403-10	KPI B2.1 KPI B2.2	Work-related injuries and work-related ill health (Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. Lost days due to work injury)	<ul style="list-style-type: none"> 2022 Performance Metrics Content Index 	There was one workplace fatality recorded in 2022. Investigation of the incident was conducted in a timely manner and the respective appropriate follow-up actions were taken. In 2022, our number of lost days due to work injury was 4,441 days.
GRI 404: Training and Education (2016)				
3-3 404-2	GD B3	Management of material topics (Programs for upgrading employee skills and transition assistance. Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities)	<ul style="list-style-type: none"> Our People <ul style="list-style-type: none"> Education and Development Content Index 	We have internal policies on training, development, and advancement which all guide our approach to employee training and education.
--	KPI B3.1	The percentage of employees trained by gender and employee category	<ul style="list-style-type: none"> Our People <ul style="list-style-type: none"> Workforce Highlights Education and Development Our Governance <ul style="list-style-type: none"> Sustainability Governance Governance Policies 2022 Performance Metrics Content Index 	
404-1	KPI B3.2	The average training hours completed per employee by gender and employee category	<ul style="list-style-type: none"> 2022 Performance Metrics Content Index 	
GRI 405: Diversity and Equal Opportunity (2016)				
3-3	GD B1	Management of material topics	<ul style="list-style-type: none"> Our People <ul style="list-style-type: none"> Employee Health, Wellbeing and Benefits 	--
405-1 (b)	KPI B1.1	Diversity of governance bodies and employees (Total workforce by gender, employment type, age group and geographical region)	<ul style="list-style-type: none"> Our People Our Governance <ul style="list-style-type: none"> Board Composition and Diversity 2022 Performance Metrics Content Index 	WML 2022 Annual Report - Corporate Governance Report - Board Diversity Policy All employees from WML are located in Macau.
GRI 406: Non-Discrimination (2016)				
3-3	GD B1	Management of material topics	<ul style="list-style-type: none"> Our People <ul style="list-style-type: none"> Workforce Message Education and Development Employee Health, Wellbeing and Benefits Our Governance <ul style="list-style-type: none"> Governance Policies Content Index 	WML Sustainability Principles Wynn has a policy and annual training covering non-discrimination. Human Resources has the overall responsibility for maintaining effective enforcement of non-discrimination and harassment policies.
406-1	--	Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> Content Index 	No incidents of discrimination were reported in 2022.

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
MATERIAL TOPICS - GRI 400 SERIES (SOCIAL TOPICS)				
GRI 408: Child Labor and GRI 409: Forced or Compulsory Labor (2016)				
3-3	GD B4	Management of material topics		Our Sustainability Principles , Code of Business Conduct and Ethics, and adherence to local labor laws guide our approach to managing these topics. There were no incidents of child or forced labor in 2022.
408-1 (c) 409-1 (b)	KPI B4.1 KPI B4.2	Operations and suppliers at significant risk for incidents of child labor and forced or compulsory labor (Description of measures to review employment practices to avoid child and forced labor. Description of steps taken to eliminate such practices when discovered)	<ul style="list-style-type: none"> • Our Governance <ul style="list-style-type: none"> - Governance Policies • Content Index 	WML Sustainability Principles Our onboarding policies, practices, and procedures prevent child or forced labor in our operations. The age and identity of our employees are verified and employment contracts are entered into with each of our employees.
GRI 416: Customer Health and Safety and GRI 418: Customer Privacy (2016)				
3-3 416-2	GD B6 KPI B6.5	Management of material topics (Incidents of non-compliance concerning the health and safety impacts of products and services. Description of consumer data protection and privacy policies, and how they are implemented and monitored)	<ul style="list-style-type: none"> • Our People <ul style="list-style-type: none"> - Keeping Our Team and Guests Safe • Our Governance • Content Index 	In 2022, there were no reported incidents of non-compliance concerning or grievances confirmed concerning: <ul style="list-style-type: none"> - the health and safety impacts of products and services - product and service information and labeling - breaches of customer privacy and customer data No products were subject to recalls for health or safety reasons.
--	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	<ul style="list-style-type: none"> • Content Index 	Not material because we are primarily engaged in the provision of hospitality and gaming services. No products were subject to recall for health and safety reasons in 2022.
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"> • Our People <ul style="list-style-type: none"> - Keeping Our Team and Guests Safe • Our Governance <ul style="list-style-type: none"> - Governance Policies • Content Index 	In 2022, there were no reported incidents of non-compliance or grievances confirmed concerning breaches of customer privacy and customer data. We take any product or service-related complaints seriously. We have procedures to record and investigate the facts surrounding a complaint and will make changes to our offerings or provide solutions as appropriate.
--	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	<ul style="list-style-type: none"> • Content Index 	Our Legal department monitors our commitment and compliance to intellectual property rights protection.
--	KPI B6.4	Description of quality assurance process and recall procedures		Our quality assurance process is a considered approach mandated across our service platforms.

SASB Index

Our disclosure relates to the three SASB industry standards within our sector that we consider most relevant to our business: casino and gaming, hotel and lodging, and 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>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> <tr> <td>2022</td> <td>92,984</td> <td>334,743</td> <td>128,694</td> <td>463,298</td> <td>221,678</td> <td>798,041</td> </tr> </tbody> </table>		Wynn Macau		Wynn Palace		WML Total Consumed		Year	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	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	2022	92,984	334,743	128,694	463,298	221,678	798,041
				Wynn Macau		Wynn Palace		WML Total Consumed																														
			Year	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)																													
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																																
2022	92,984	334,743	128,694	463,298	221,678	798,041																																
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)																																			
			<table border="1"> <thead> <tr> <th>Year</th> <th>Wynn Macau</th> <th>Wynn Palace</th> <th>WML Total Consumed</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>770</td> <td>984</td> <td>1,754</td> </tr> <tr> <td>2021</td> <td>811</td> <td>1,145</td> <td>1,956</td> </tr> <tr> <td>2022</td> <td>772</td> <td>1,273</td> <td>2,045</td> </tr> </tbody> </table>	Year	Wynn Macau	Wynn Palace	WML Total Consumed	2020	770	984	1,754	2021	811	1,145	1,956	2022	772	1,273	2,045																			
			Year	Wynn Macau	Wynn Palace	WML Total Consumed																																
			2020	770	984	1,754																																
2021	811	1,145	1,956																																			
2022	772	1,273	2,045																																			
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 2022: Macau: Low - Medium (10-20%) Source: World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas																																					
SV-HL-450a.1	Climate Change Adaptation	Number of lodging facilities located in 100-year flood zones	Using the FM Global Flood Risk analysis for Macau Peninsula and Cotai, it is determined that Wynn Macau is located in the 100-year flood zone, whereas Wynn Palace is not and the risk for Wynn Palace is deemed to be minimal. Source: FM Global Flood Risk																																			
SV-HL-160a.1	Ecological Impacts	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	No Wynn properties are located in the following protected sites in 2022: <ul style="list-style-type: none"> • UNESCO Biospheres • Natura 2000 areas • Ramsar sites 																																			
			According to World Database of Protected Areas (WDPA): Wynn Macau: Not located on protected land. Wynn Palace: Not located on protected land. Source: Protected Planet's World Database of Protected Areas (WDPA)																																			
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 Our Planet 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>2022</th> <th>2021</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Voluntary Turnover Rate</td> <td>7.0%</td> <td>6.9%</td> <td>4.1%</td> </tr> <tr> <td>Involuntary Turnover Rate</td> <td>4.2%</td> <td>2.3%</td> <td>2.4%</td> </tr> </tbody> </table> <p>More details are provided in the 2022 Performance Metrics section.</p>	Year	2022	2021	2020	Voluntary Turnover Rate	7.0%	6.9%	4.1%	Involuntary Turnover Rate	4.2%	2.3%	2.4%
Year		2022	2021	2020											
Voluntary Turnover Rate		7.0%	6.9%	4.1%											
Involuntary Turnover Rate	4.2%	2.3%	2.4%												
	Involuntary turnover rate for all employees														
SV-HL-310a.3 FB-RN-310a.2		Average hourly wage	<p>Average Hourly Wage of Non-Managers</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2022</th> <th>2021</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>HK\$</td> <td>97</td> <td>95</td> <td>94</td> </tr> </tbody> </table> <p>100% of our employees earned above minimum wage in 2022.</p>	Year	2022	2021	2020	HK\$	97	95	94				
Year	2022	2021	2020												
HK\$	97	95	94												
		Percentage of all employees earning minimum wage													
SV-HL-310a.4		Description of policies and programs to prevent worker harassment	<p>Our Governance</p> <ul style="list-style-type: none"> - Governance Policies <p>WML Sustainability Principles</p>												
SV-CA-260a.1	Responsible Gaming	Percentage of gaming facilities that implement the Responsible Gambling Index	<p>100% of WML properties adhere to responsible gaming programs. We pledge to make responsible gaming an integral part of our daily operations.</p> <p>More details on our responsible gaming programs are provided in the Our Governance section.</p>												
SV-CA-260a.2		Percentage of online gaming operations that implement the 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	<p>Our Governance</p> <ul style="list-style-type: none"> - Governance Policies <p>WML Sustainability Principles</p>												
FB-RN-000.A	Number of company-owned restaurants		<p>Food and Beverage Outlets</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2022</th> <th>2021</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>28</td> <td>26</td> <td>26</td> </tr> </tbody> </table>	Year	2022	2021	2020	Number	28	26	26				
Year		2022	2021	2020											
Number	28	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>2022</th> <th>2021</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>11,939</td> <td>12,671</td> <td>13,417</td> </tr> </tbody> </table> <p>More details are provided in the 2022 Performance Metrics section.</p>	Year	2022	2021	2020	Number	11,939	12,671	13,417				
Year		2022	2021	2020											
Number	11,939	12,671	13,417												
SV-HL-000.A	Number of available room-nights		<table border="1"> <thead> <tr> <th>Year</th> <th>2022</th> <th>2021</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>971,209</td> <td>948,256</td> <td>959,948</td> </tr> </tbody> </table>	Year	2022	2021	2020	Number	971,209	948,256	959,948				
Year		2022	2021	2020											
Number	971,209	948,256	959,948												
SV-HL-000.B	Average occupancy rate		<table border="1"> <thead> <tr> <th>Year</th> <th>2022</th> <th>2021</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Percentage</td> <td>39.4%</td> <td>58.6%</td> <td>31.7%</td> </tr> </tbody> </table>	Year	2022	2021	2020	Percentage	39.4%	58.6%	31.7%				
Year		2022	2021	2020											
Percentage	39.4%	58.6%	31.7%												
SV-HL-000.D	Number of lodging facilities and the percentage that are: <ul style="list-style-type: none"> • managed • owned and leased • franchised 		Both Wynn Macau and Wynn Palace are 100% managed by Wynn Macau, Limited.												
SV-CA-000.A	Number of tables		<p>Average Numbers of Gaming Tables</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2022</th> <th>2021</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>559</td> <td>643</td> <td>625</td> </tr> </tbody> </table>	Year	2022	2021	2020	Number	559	643	625				
Year		2022	2021	2020											
Number	559	643	625												
SV-CA-000.B	Number of slots		<p>Average Numbers of Slots</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2022</th> <th>2021</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>1,269</td> <td>1,297</td> <td>1,095</td> </tr> </tbody> </table>	Year	2022	2021	2020	Number	1,269	1,297	1,095				
Year		2022	2021	2020											
Number	1,269	1,297	1,095												



Wynn 永利

Trademarks and service marks owned by Wynn Resorts Holdings, LLC are included throughout this report.

All other trademarks are the property of their respective owners. ©2023 Wynn Resorts Holdings, LLC