



2019 Environmental, Social, and Governance Report



Table of Contents

Welcome to Wynn Resorts

A Message from Matt Maddox, CEO	4
The Wynn Resorts Response to the COVID-19 Crisis	6
Core Values	8
Goldleaf Sustainability Program	9
Wynn Employee Foundation Pillars	10
2019 Company Awards	10
Property Descriptions	11
North America Highlights	12
North America Workforce	13
Wynn Macau Limited Highlights	14

Wynn North America

Our People

Enriched with Diversity	17
Showing up for Veterans	19
Wynn Is Officially a “Great Place to Work”	20
Investing in Leadership	23
Safety Efforts	25

Our Communities

Corporate Community Message	28
Transformative Impact	29
Dollars for Doers	32
Giving Tuesday Goes Global	33
A Grand Opening in Boston	35
Giving and Volunteerism	37

Our Planet

Corporate Sustainability Message	40
Growing with Purpose	41
Solar Commitment Earns Recognition	44
Responsible and Resilient	46
Life Returns to the Mystic River Shoreline	49
Return of the Herring	51
Built for Today and Tomorrow	52
Cultivating a Green Resort	54
Wynn North America Environmental Data	56

Wynn Macau Limited

2019 ESG Global Initiatives	58
-----------------------------	----

Corporate Governance

Corporate Governance Statement	60
Our People and Our Stewardship	60
Board Role in Risk Oversight	62

Reporting Indexes

About This Report	65
-------------------	----

Global Reporting Initiative (GRI)

GRI Disclosure Index	66
----------------------	----

Sustainability Accounting Standards Board (SASB)

SASB Disclosure Index	78
-----------------------	----



Welcome to Wynn Resorts



A message from Matt Maddox, CEO of Wynn Resorts

In the first half of this year, we faced some very difficult decisions at Wynn Resorts. As I reflect on those decisions and the process by which they were made, a few things have become clear.

Although often portrayed as such, companies are not monolithic entities; they are not machines. They are simply a collection of people, whether large like ours or small. A collection of people all working toward some common goal. In our case, that goal is creating great guest experiences. But working toward a common goal is not enough.

When faced with challenges, especially those we face as I write this letter, it is not some faceless building that decides how a company must respond. It's the people inside it. It's Craig Billings, and Marilyn Spiegel, and Brian Gullbrants, Linda Chen and Ian Coughlan, and the 25,000 other people who work in our resorts. It's also me.

A company's response to tough challenges will always be easier, faster and better if its people all share a common set of values. In fact, I think we've learned this year that sharing a common set of values may be more important than the common goal. Companies shift and sometimes the common goal shifts with it. But the values can't change; they must be enduring. At Wynn Resorts, our values are enduring. They have been with us since our founding and they guide us today.

When we first faced the COVID crisis in early March, it was our commitment to "care about everyone and everything" that guided us to make good decisions:

- ◆ **Close our operations in Las Vegas and Boston to help limit community spread of the virus and keep people safe.** We suggested to regulators early on that closing was necessary and the only responsible path to making it through the crisis.
- ◆ **Preserve our Company's culture by continuing to pay all full- and part-time employees.** We are one of the very few companies in America to do this. We invested more than \$250 million in our culture by paying employees their wages, tips and benefits throughout the closure. We knew that staying home was hard work and the thought of asking our 15,000 team members in North America to stay home and tell them they are furloughed was simply contrary to our core values.
- ◆ **"Always strive to be better" by combining our operational excellence with a team of leading medical and public health professionals.** That allowed us to develop a Health & Safety program, based on the most effective health safety practices available, that has become the gold standard for our industry.
- ◆ **Take care of our communities by providing relief to first responders and offering food and protection to those suffering the financial impact of the crisis.** We donated more than \$3 million in personal protective equipment, food and hygiene supplies to organizations in Las Vegas and Greater Boston.

In short, we invested in our employees, worked for the health and safety of our guests, and took care of our communities. We made things better. Like we always do.

Recently, our country has faced up to another virus of sorts. And although it is just as insidious and dangerous as any disease, it is long-standing and of our own making. It is racism.

As I recently told all our team members: racism has no place in our society. The Wynn family is made up of every race, color, and creed—representing the very best of Las Vegas and Boston. Now is a time for us to stand united, come together, and work for change.

I believe that every individual must personally reflect on whether or not they are part of the problem, and what they must do to be part of the solution. As a collection of people, we will do the same at Wynn Resorts. We are going to take a hard look at ourselves to ensure we are not unconsciously part of the problem. And we will consider what proactive steps we will take to be part of the solution to end racism and inequality.

It is important work and we will be guided in it by our values. As a result, we will work to make things better.

Like we always do.

Sincerely,



Matt Maddox

Chief Executive Officer and Member of the Wynn Resorts Board of Directors

The Wynn Resorts response to the COVID-19 crisis



Committed to pay all employees, including part-time employees, full compensation including wages, an estimate of tips and full benefits. Spending more than \$250 million, we kept 15,000 valued team members from joining the ranks of the unemployed. More importantly, we maintained the integrity of our culture and ensured we were prepared to fully re-open our resorts when permitted to by regulators.



Led the industry with the creation of the Wynn Resorts Health & Safety Plan developed in consultation with leading public health medical professionals including current or former faculty and fellows of Georgetown and Johns Hopkins Universities.



Adopted an emergency medical policy to allow employees to take paid sick leave if they or a family member in their household is diagnosed with COVID-19 throughout the mandated quarantine period, up to 30 days.



Assisted the Southern Nevada Health District with its ramped-up contact tracing efforts by allocating more than 100 team members from the Wynn Teleservices Call Center.



Partnered with University Medical Center when tests became widely available to provide no-cost COVID-19 testing to over 12,000 employees, or approximately 10% of all tests performed in Clark County through June 1, 2020.



Committed to \$1 million in funding and amended the criteria for taking advantage of the Employee Lifeline Fund for employees. Although we paid our employees throughout our closure, many employees are in a two-income household and their financial situation has been affected by layoffs of their spouses by other employers.



Donated more than 245,000 N95-equivalent respirator masks, 1,730,000 surgical masks, and 580,000 pairs of medical gloves and hospital gowns to hospitals, nursing homes, and law enforcement agencies.



Provided \$125,000 in funds and \$950,000 worth of food including tens of thousands of prepared meals to local food banks.



Provided \$100,000 in funds to domestic violence shelters.

BACK TO TABLE OF CONTENTS



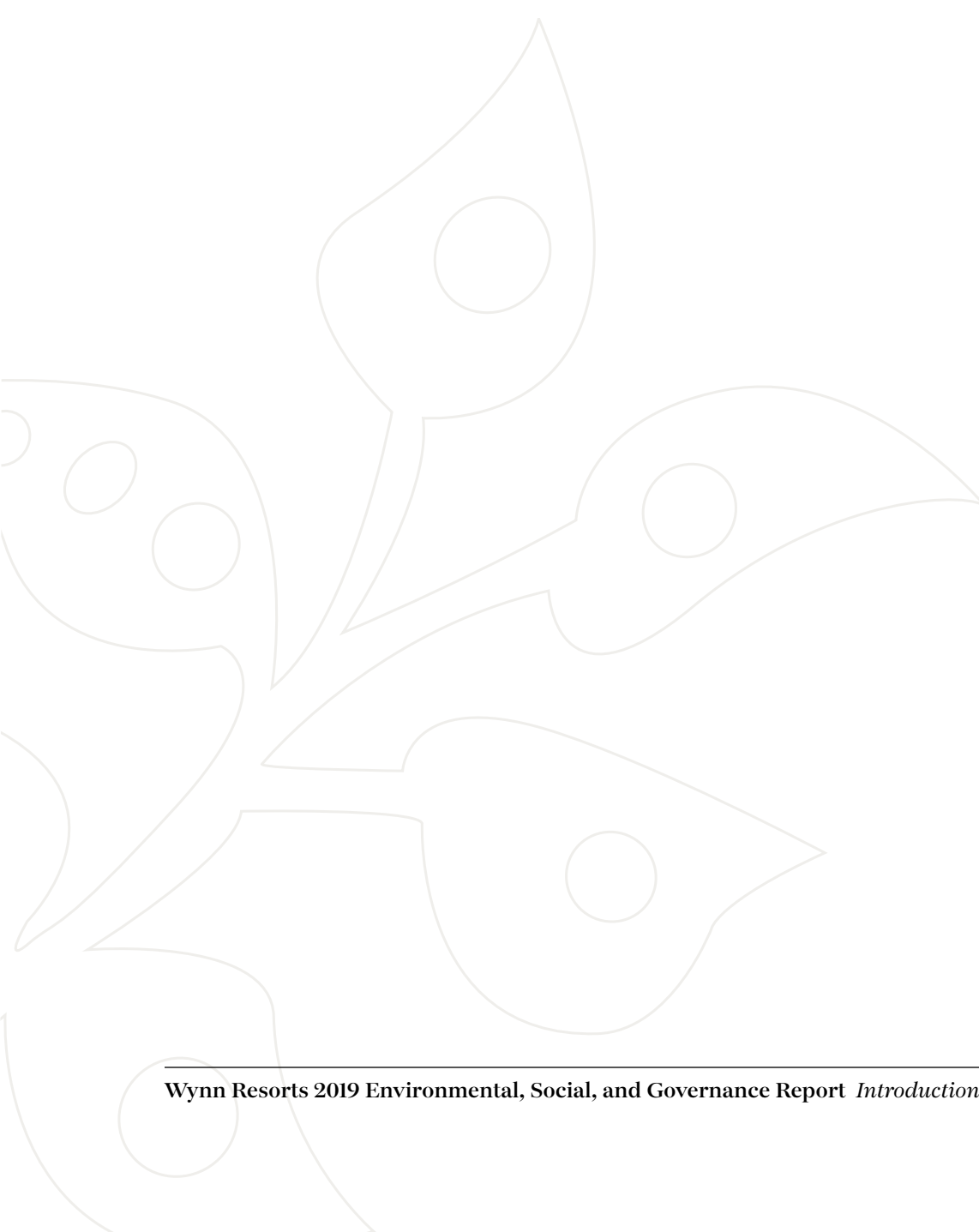
Committed more than \$500,000 of in-kind goods and services to the All In Challenge to fight food insecurity in the wake of COVID-19. In total, the auction and sweepstakes packages raised more than \$700,000, 100% of which will benefit Meals on Wheels, No Kid Hungry, and America's Food Fund.



Launched a Virtual Volunteer program to provide team members with a digital platform to give back through national and local online volunteer opportunities.



Offered a complimentary one-night stay to 10,000 of our nation's first responders in appreciation of their selfless and tireless efforts during the pandemic.



Our Values

SERVICE-DRIVEN

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

EXCELLENCE

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

ARTISTRY

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

PROGRESSIVE

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

Our Core Behaviors

CARE ABOUT EVERYONE AND EVERYTHING

TREAT EVERYONE WITH DIGNITY AND RESPECT

TAKE PERSONAL RESPONSIBILITY FOR EVERY DETAIL

APPROACH EVERYTHING WE DO AS IF IT'S A WORK OF ART

CREATE UNFORGETTABLE EXPERIENCES

ALWAYS STRIVE TO BE BETTER

Goldleaf

SUSTAINABILITY PROGRAM

Wynn Resorts' 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:

- 1**
Invent Solutions
We are unique in our ability to invent sustainable solutions that raise standards of sustainable operations in our industry.
- 2**
Add Value
Our unwavering commitment to guest service allows us to practice sustainability in ways that enhance the guest experience while making no compromises to Five-Star luxury.
- 3**
Take Action
We don't believe in being quick, we believe in being immediate.
We anticipate the needs of our guests and our planet.
- 4**
Scale Knowledge
We share our lessons through transparent communication, and we advocate for collaboration to solve global climate issues.

Wynn Employee Foundation Pillars

Vibrant Communities

Making Nevada and Massachusetts better places to live.

Cultural Enrichment

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

Education

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

2019 Company Awards

Wynn and Encore Las Vegas certified as a **"Great Workplace"** in 2019 by Great Place to Work®

Wynn Resorts at the top of **Fortune Magazine's 2019 World's Most Admired Companies** list in the hotel, casino, and resort category

Preferred Hotels and Resorts awarded Wynn Resorts with the **2019 GIFTTS Pineapple Award for Education**

Forbes Travel Guide awarded Wynn Resorts **19 Five-Star Awards** in 2019, the most of any independent hotel company

Boston Harbor Now awarded Encore Boston Harbor with the **2019 Onboard Award**

The Mystic River Watershed Association awarded Encore Boston Harbor with the **2019 Mystic Champion Award**

MassEcon awarded Encore Boston Harbor with the **2019 Massachusetts Economic Impact Award: Gold Award Winner** for Greater Boston

Encore Boston Harbor was awarded **LEED Platinum** certification for New Building Design and Construction

Property Descriptions



Encore Boston Harbor

On June 23, 2019, the Company opened Encore Boston Harbor, an integrated resort in Everett, Massachusetts, adjacent to Boston along the Mystic River. The property features a luxury hotel tower with a total of 671 guest rooms and suites, approximately 210,000 square feet of casino space, 13 food and beverage outlets, approximately 71,000 square feet of meeting and convention space, and approximately 8,000 square feet of retail space. Public attractions include a waterfront park, floral displays, and water shuttle service to downtown Boston.



Wynn and Encore Las Vegas

Wynn Las Vegas features two luxury hotel towers with a total of 4,748 guest rooms, suites, and villas, approximately 192,000 square feet of casino space, 33 food and beverage outlets, approximately 507,000 square feet of meeting and convention space (including the 217,000-square-foot Meeting and Convention Expansion that opened in February 2020, as discussed in Development Projects below), approximately 160,000 square feet of retail space (the majority of which is owned and operated under a joint venture of which the Company owns 50.1%), as well as two theaters, three nightclubs, a beach club, and recreation and leisure facilities.



Wynn Macau

Wynn Macau features two luxury hotel towers with a total of 1,010 guest rooms and suites, approximately 252,000 square feet of casino space, 12 food and beverage outlets, approximately 31,000 square feet of meeting and convention space, approximately 66,000 square feet of retail space, a rotunda show, and recreation and leisure facilities.



Wynn Palace

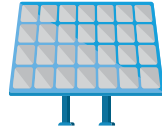
Wynn Palace, which opened in August 2016, features a luxury hotel tower with a total of 1,706 guest rooms, suites, and villas, approximately 424,000 square feet of casino space, 14 food and beverage outlets, approximately 37,000 square feet of meeting and convention space, approximately 106,000 square feet of retail space, public attractions including a performance lake and floral art displays, and recreation and leisure facilities.

Wynn North America Highlights



In a 2019 Solar Energy Industries Association Report, Wynn Las Vegas was ranked

9th in the U.S.
for largest corporate solar installations.



By 2019, Wynn Resorts received
50,000 MWh
from **solar power**.



Encore Boston Harbor was built to the highest environmental standards, receiving a **LEED Platinum certification** for New Building Design and Construction.

100%

of energy supplied to Encore Boston Harbor is sourced from **renewable and green sources** of power.



Encore Boston Harbor is the first Integrated Resort in the U.S. with an **on-site microgrid** inclusive of battery storage.



Wynn Resorts domestic employees raised over
\$577,000 USD
in 2019 for the Wynn Employee Foundation.



Wynn Resorts employees donated over
65,000 hours
of global volunteerism in 2019.

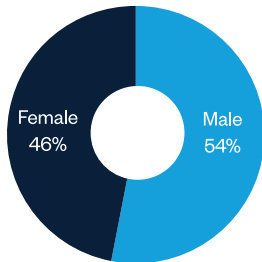


Wynn Resorts donated
\$5 million USD
to domestic community partners in 2019.

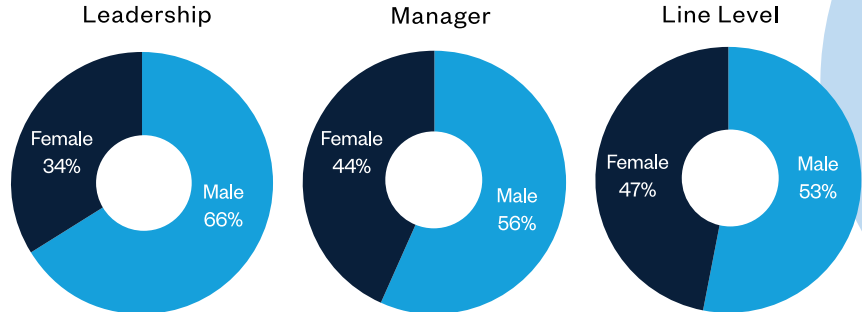


Wynn North America Workforce

Wynn North America 2019 Gender in the Workforce



Wynn North America Gender at Levels of Leadership



100%
of employees in Wynn North America earned above minimum wage in 2019.

Wynn North America 2019 Turnover Rates

Voluntary Turnover Rate	17%
Involuntary Turnover Rate	9%

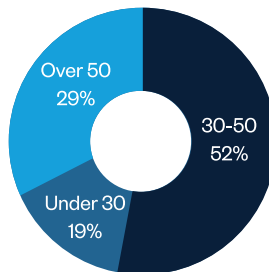
Our employee turnover is significantly lower than the industry average of 22%.

The average hourly wage for Wynn North America was

\$33 USD

in 2019.

Wynn North America Employee Age Distribution



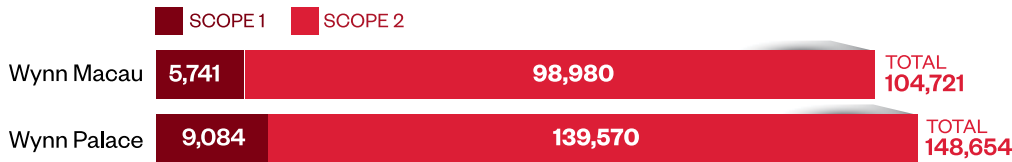
7%
of Wynn employees in the U.S. held positions of management in 2019.

34%
of Wynn Las Vegas and Encore Boston Harbor employees are covered by collective bargaining agreements.

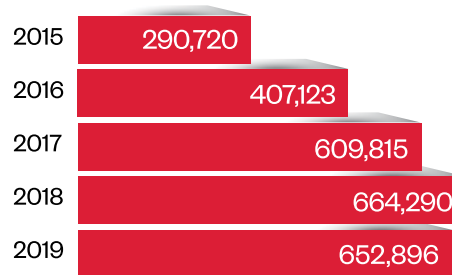
Wynn Resorts gave over **15,000 hours** of leadership training to domestic employees in 2019.

Wynn Macau Limited Highlights

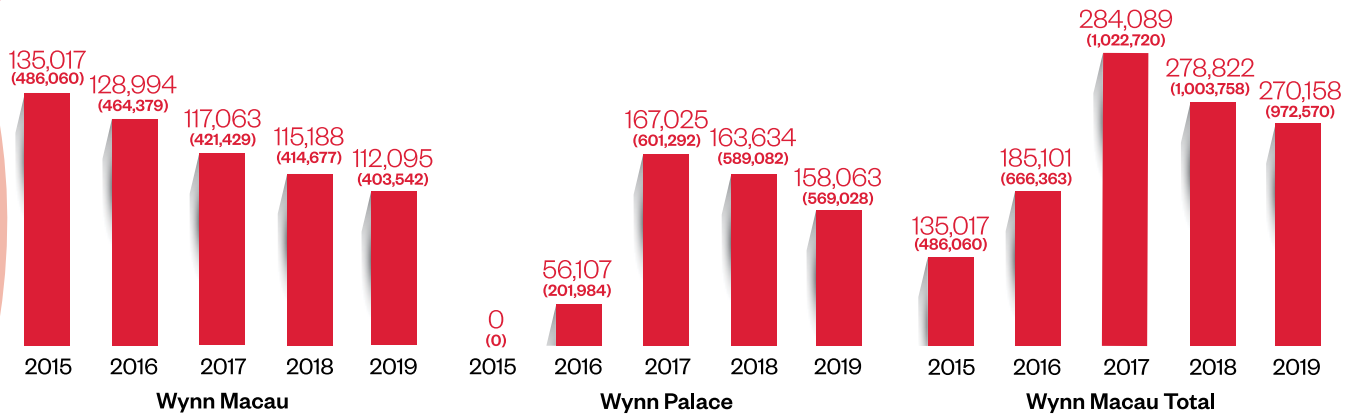
Wynn Macau Limited 2019 Greenhouse Gas Emissions by Scope and Property (Metric Tons)



Wynn Macau Limited Total Water Consumption (Gallons x 1,000)



Wynn Macau Limited Power Consumption by Property MWh (Gigajoules)



Wynn Macau Limited Highlights Continued

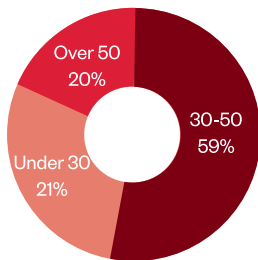


Wynn Macau gave
\$18,000,000 USD
in **donations and sponsorships** in 2019.

9%

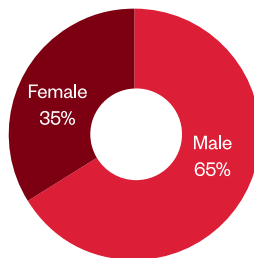
of Wynn Macau Limited employees held positions of management in 2019.

Wynn Macau Limited Employee Age Distribution

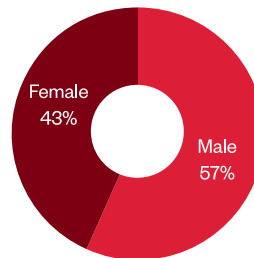


Wynn Macau Limited Gender at Levels of Leadership

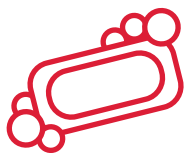
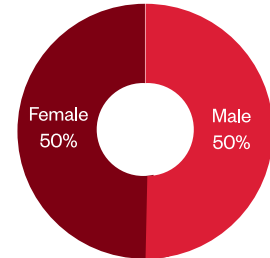
Leadership



Manager



Line Level



Wynn Macau and Wynn Palace recycled a total of

24,500+ lbs.
of soap in 2019 by working with
Clean the World.



69%
of Wynn Macau Limited employees were local.



Wynn Macau Limited employees donated
15,000
volunteer hours in 2019.



Wynn North America
Our People



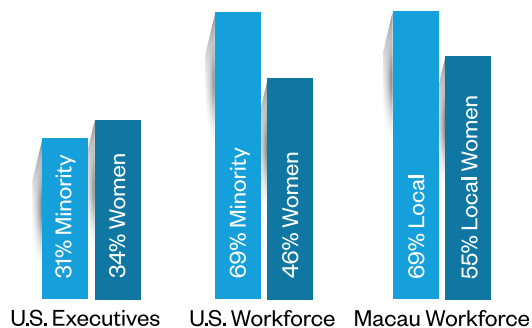
Enriched with diversity

Employee councils help lead Wynn Resorts' initiatives for diversity and inclusion.

In late 2019, Wynn Resorts CEO Matt Maddox joined a coalition of more than 800 like-minded CEOs signing on to the CEO Action for Diversity and Inclusion Pledge. The Pledge commits Wynn to prioritizing diversity and inclusion as an imperative of our workplace culture.

“One of our guiding principles is ‘to care about everyone and everything.’ By signing this pledge, we are further cultivating a workplace where diversity is valued,” said Maddox. “I believe we have the best team in the industry, and our efforts to be even more inclusive will further our commitment to excellence.”

Wynn Resorts monitors labor and leadership diversity closely in terms of gender, age, and ethnicity, and conducts programs to encourage greater diversity and inclusion. In 2019, almost 41% of domestic leadership positions were filled by women. Senior leadership is also ethnically diverse. See chart:



In 2019 alone, the Company trained nearly 12,000 employees on unconscious biases and launched two new employee-led councils on diversity to advocate on issues facing our diverse group of employees and guests.

LGBTQ Council

The LGBTQ Council for Las Vegas and Boston focuses on four topics: employee experience, guest experience, community service and philanthropy, and employee recruiting and hiring.

Following the council's leadership, Wynn became a supporter of Silver State Equality, an organization that brings the voices of LGBTQ people and allies to institutions of power in Nevada and across the United States, striving to "create a world that is healthy, just, and fully equal for all LGBTQ people." Wynn Las Vegas also joined the Las Vegas Metropolitan Police Department's Color Guard, an organization that aims to create an open line of communication with the LGBTQ community to help address public safety issues more effectively. In addition, Wynn employees marched in their first ever PRIDE Parade in 2019.

Veterans Council

The Veterans Council, formed by employees in Boston and Las Vegas, includes veteran employees, as well as other Wynn employees who support and champion veterans. The council focuses on guest experience, employee experience, hiring and recruiting, and community outreach.

The council's achievements include expanding volunteer opportunities with local veterans' charities including U.S. Vets, which works to find homeless veterans and guide them to support services. The council also designed and purchased 1,000 Wynn Veteran challenge coins and presented them to veteran employees in both Las Vegas and Boston to show recognition and appreciation for their service to our country.

Additionally, the Nevada Department of Veterans services certified Wynn Las Vegas as a Patriot Employer and a veteran-friendly business. The Patriot Employer Program facilitates the recruitment and retention of veterans and advises employers on the benefits of hiring men and women who have served our country. Wynn Las Vegas co-sponsored a veteran's career fair in June 2019 that had nearly 400 attendees.



Women's Leadership Council

Originally established in 2018, the Women's Leadership Council expanded its reach to Boston and formalized its charter in 2019. In December, the council sponsored a Women's Leadership Symposium in partnership with the National Diversity Council. This event brought together approximately 100 professional women from Wynn Resorts and its guests around the theme Center Stage: Standing Up & Speaking Out. Women leaders from law, business, law enforcement, and even space exploration discussed topics such as Silencing Self-Doubt; How to Overcome Impostor Syndrome; and Gaining Mentors and Becoming One.

[BACK TO TABLE OF CONTENTS](#)

The Women's Leadership Council also encourages Wynn employees to participate in the educational offerings of Global Gaming Women (GGW), an organization devoted to professional development of women in the gaming industry. In October 2019, Wynn Las Vegas hosted GGW's primary fundraising event, Kick Up Your Heels, helping to raise over \$250,000 for the organization, which offers educational resources to women in the gaming industry free of charge.



Showing up for *veterans*


On Saturday, November 9, 2019, Encore Boston Harbor served as the presenting sponsor of the Disabled American Veterans' (DAV) 5K Run. More than 1,300 runners, walkers, and wheelchair participants turned out for the event, helping to raise \$218,800 for the nonprofit organization.

DAV's mission is to ensure injured heroes are not alone on their road to recovery. In 2019 DAV Massachusetts teams filed 19,928 claims for Massachusetts veterans, resulting in more than \$100 million in pension, compensation, and survivor benefits for our local heroes.

More than 100 Encore Boston Harbor employees participated in the 2019 DAV 5K, and we look forward to sponsoring the event again in November 2020. In addition to a direct monetary contribution, we will again help to raise money through DAV radiothon and team fundraising goals.

“As a U.S. Marine, I am proud to serve near my fellow veteran team members, and I’m glad Encore provides the opportunity to contribute to veterans through our volunteer programs.”

Richard Mendoza
Encore Boston Harbor
Training Program Manager



Comprehensive survey affirms employee satisfaction and highlights opportunities for growth.

Wynn is *officially* a “great place to work”

In 2019, Wynn and Encore Las Vegas became the only casino resort in Las Vegas to earn the Great Place to Work certification. The certification is based on a detailed, anonymous survey of our employees—the people who know us best.

Over the course of two weeks, employees had the opportunity to complete the Trust Index® Employee Survey. We're proud to say that 7,425 employees completed the survey—an increase of 36 percent over participation in 2018. The comprehensive survey included 65 questions, including two open-ended comment-prompts asking what is best about working at Wynn and what could be improved. The survey revealed that our employees are proud to tell others where they work; are always made to feel welcome; and appreciate the camaraderie and care that Company leadership encourages among co-workers.

“Wynn Resorts ranked first overall in the category of Quality of Products/Services among all international hotel companies, and received high marks for Innovation, People Management, and Global Competitiveness.”

Fortune Magazine

World's Most Admired Companies, 2019

Hotel, Casino, and Resort Category

We Can Be Even Better

Following the 2019 Great Place to Work Survey, department leaders began working with line-level employees to develop action plans to address areas of improvement identified in the survey. The best action plans were distributed to our senior operations committee to share innovative ideas and ultimately improve employee and guest well-being through better communication.

The Great Place to Work certification adds to the growing list of workplace accolades Wynn and its casino resorts have received in 2019, including:

More Forbes Travel Guide Five-Star awards
than any other independent hotel company in the world

Highest-ranked casino resort on Fortune's list of
2019 World's Most Admired Companies

Named among the Best Employers for Diversity
by Forbes, one of only 13 hotel companies to
be recognized in these rankings

“We believe that true luxury is defined by people, not buildings, and so we have focused on our Company’s greatest asset: our employees. One of our guiding principles is to ‘care about everyone and everything,’ which makes our Great Place to Work certification very meaningful to me. I believe that no team is more committed to excellence than ours, and I am fortunate to work alongside such caring and talented professionals.”

Matt Maddox
Wynn Resorts
Chief Executive Officer

OUR COMMITMENT TO EMPLOYEES

Following the Great Place to Work survey, Wynn reviewed thousands of comments from our employees. The following are some of the most popular programs mentioned in those comments:



Paid Parental Leave

Wynn provides up to six weeks of fully paid parental leave to employees following the birth, adoption, or fostering of a child.



English as a Second Language Program

We offer English as a Second Language classes for employees. Class sizes are limited to ensure an optimal learning environment, and the classes use customized workbooks that feature Wynn's products, policies, and jargon. All fees for the program, including tuition and workbooks, are covered by Wynn.



Citizenship Program

Wynn provides a 14-week course to employees preparing to take the U.S. citizenship test. Since the program began in 2015, more than 409 employees have completed the course. We also assist employees in navigating the naturalization process and cover the associated fees, approximately \$725 per student. Employees attending the official Citizenship Swearing-In Ceremony also receive the day off with pay.



Tuition Reimbursement

Wynn supports the educational goals of its employees. Each employee who pursues a college degree in an industry-related field is eligible to receive tax-free reimbursement for tuition up to \$5,250.



Employee Assistance Program

All Wynn employees have access to an Employee Assistance Program. The program offers tools and resources to help employees resolve issues and improve work-life balance. Innovative services, comprehensive training programs, and on-going management support are available for issues such as mental health, effective budgeting, multigenerational caregiving, mindfulness, healthy relationships, and interpersonal communication.



Wynn Resorts develops strong leaders within the organization through dedicated programing.

Admiral Jay L. Johnson speaks to Wynn Las Vegas Employees at the 2019 Leadership Forum

Investing in leadership

When Matt Maddox took over as CEO in 2018, Wynn resorts began investing heavily in identifying, developing, and training employees with leadership potential. By growing these leaders within the organization, we strengthen our culture of excellence and provide inspirational career paths for those who choose to pursue them.

The following are updates on some of our leadership training programs.

WE Lead

This 10-course curriculum is required for all supervisor roles and above. It focuses on best practices for communication, team building, emotional intelligence, conflict resolution, and other important leadership skills. In 2019, 207 participants clocked a total of 6,210 training hours.

WE Strive

The WE Strive program launched in 2019 to encourage high-potential, line-level employees who are interested in management careers. Forty employees participated in the inaugural three-month course, and more than 85 percent said they felt better prepared to take on leadership roles in the Company upon completion.

“I’m proud of the leadership teams we’ve built at Wynn in recent years. Watching people grow into new roles within the organization is one of the most rewarding parts of my job, and it is evidence that we are on the right path with our leadership development programs.”

Marilyn Spiegel
Wynn Las Vegas
President

Executive Rotation Program

The Executive Rotation Program launched in the Fall of 2018 to provide the opportunity for leaders to engage directly with line-level employees and managers, while learning more about unfamiliar areas of the business. CEO Matt Maddox was one of the first to complete a rotation with housekeeping staff. To date, executives have completed a total of 38 rotations, clocking 150 hours in 2019.

Mentorship Program

Since 2018, the Wynn Mentorship Program has paired more than 100 supervisors and managers with leaders across the Company. Mentees receive guidance on career development, professional identity, staff retention, and other leadership topics important to the individuals and the organization. Mentorship hours in 2019 totaled 320.

College Internship Program

Wynn Resorts offers internships to attract and train top candidates in the hospitality industry. Interns learn the operations of the hotel, food and beverage, casino, and other business areas. In the first year of the program, Wynn Las Vegas offered a total of 36 semester-long internships, and many interns were eventually hired as regular employees. The program plans to expand to new departments in 2020.

The Wynn Leadership Forum Series

In addition to training programs, we brought trailblazers and visionaries to Las Vegas to provide inspiration to managers and supervisors in our 2019 Leadership Forum Series.



Grant Korgan

- ◆ **Wynn Resorts board member Admiral Jay L. Johnson (retired)**, explained that the core values established at Wynn are similar to those that have guided the U.S. Navy for almost 250 years.
- ◆ **Author, athlete, and filmmaker Grant Korgan** spoke before screening his new film, *The Push*. After sustaining a spinal cord injury in 2010, Grant's positivity and high-performance mindset enabled his world record-setting adventures.
- ◆ **The Women in Leadership Symposium** brought together women leaders to share career advice. Among them, Wynn Las Vegas President Marilyn Spiegel urged attendees to seek out mentors and develop strong but flexible career plans. NASA Deputy Associate Administrator Melanie Saunders spoke about overcoming imposter syndrome and owning your accomplishments.

Safety Efforts

Personal Safety Buttons

We take the safety and security of employees seriously and strive to use new technology to create a more secure workplace. The safety button is a personal alert device used by employees to notify hotel security of threats to personal or guest safety. The safety button provides efficient location services for security teams at the hotel in critical response situations. Since the 2019 launch, this program has provided an additional level of safety to how our employees service guests. Wynn Las Vegas is the first property on the strip to have battery-powered personal safety buttons.

Guest Safety Through Common Sense Gun Laws

Nothing is more important to the future of Las Vegas tourism than guest safety. Wynn Resorts contributed \$25,000 to Save Lives Nevada, an independent nonpartisan organization founded in the wake of the October 1 shooting, to support the organization's efforts to enact common-sense gun violence prevention laws in the State of Nevada—efforts supported by local and state law enforcement agencies.

The 2019 Nevada Legislature adopted positive gun ownership reforms that closed purchasing loopholes that too easily put firearms in the hands of dangerous individuals. Save Lives Nevada will work towards the 2021 legislative session to educate voters and lawmakers on the positive impacts of additional gun-violence prevention legislation.

Human Trafficking Prevention Policy

We recognize the destructive effect of human trafficking on the global community as well as the potential intersection between human trafficking and the hospitality industry. We condemn all forms of human trafficking and are committed to implementing effective systems and controls to prevent human trafficking from taking place at our resorts. Essential to our commitment to combating human trafficking is our continued partnership with law enforcement agencies, as well as our community outreach efforts providing strong support for at-risk youths, women, and children within our communities. Our law enforcement partnerships and community outreach efforts are an imperative part of proactively combating human trafficking and will remain a consistent part of our anti-human trafficking efforts in the future.

Physical Safety and Security

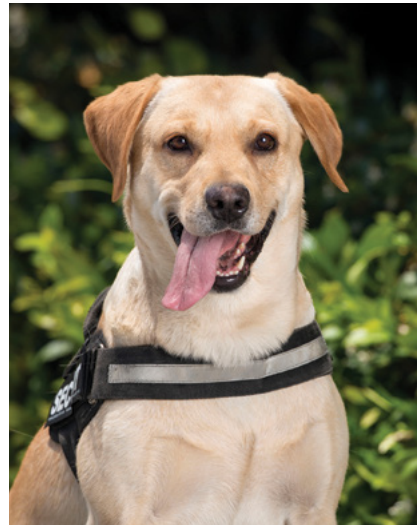
Guest safety and security are a top priority for Wynn Resorts. Our Security Program consists of multiple entities that form a layered system responsible for the deterrence, detection, and response to any security-related incident at our resorts. The Security Program includes personnel dedicated to crisis and tactical responses, a K-9 team, and a full complement of security officers, as well as surveillance coverage throughout the properties. At Encore Boston Harbor, state and local law enforcement maintain a presence 24 hours a day. The Las Vegas Metropolitan Police Department is present at Wynn and Encore Las Vegas during all major special events. Wynn Resorts enforces a strict no-weapons policy at our properties.



K-9 Team Member Rocky




K-9 Team Member Umit



K-9 Team Member Scamp



Wynn North America
Our Communities



More than 20 Wynn Las Vegas employees helped build an outdoor garden classroom at Dean Petersen Elementary School in 2019. Wynn Resorts provided a \$25,000 donation to Green Our Planet to support the nonprofit's garden program at six different local schools. The outdoor teaching space will enable the implementation of new STEAM curricula.

Corporate Community Message

As stewards of the destinations we serve, Wynn Resorts invests heavily in enhancing the quality of life in our home communities. To this end, we focus on leveraging our core expertise in hospitality and development to create community engagement and social impact programs that truly take care of others. Our mission is two-fold: build stronger and more resilient communities that our employees can proudly call home, along with world-class centers of tourism our guests will travel the world to experience.

Because each community we operate in functions with its own unique framework, we design customized community development projects to solve specific social challenges. To ensure these projects work better for more people and drive long-term inclusive growth, we partner with a spectrum of local civic leaders to determine financial, supply chain, and operational gaps for Wynn Resorts to fill where it matters the most. We continue to rely on these essential relationships with community leaders to help guide our extensive nonprofit work as we lift up the underserved, as well as during times of crisis or natural disaster as we mobilize our immediate relief efforts.

Combining philanthropy with citywide economic and infrastructure development has become our community relations calling card. This holistic approach is epitomized in our Transformative Impact Model in Las Vegas, which revitalizes the entirety of a nonprofit's operation over the course of a year; in Boston, where Encore Boston Harbor turned its grand opening into a week-long fundraiser committing \$10 million to civic development over the next four years; and in Macau, where the Wynn Care program has grown into the Greater Bay Area's leading integrated CSR program.

Our Company's legacy as agents of change is only made possible, however, with the collective spirit of service in the hearts of our 31,000 global employees. Together, they have inspired our corporate culture of giving for the past 15 years, bettering our home communities for generations to come. 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.



New program model takes community involvement to the next level.

The Shade Tree's private outdoor garden area

Transformative Impact

In 2019, Wynn announced the completion of the second Transformative Impact Model in the Las Vegas community. Over the course of 10 months, Wynn led a collaborative project to revitalize The Shade Tree, a nonprofit shelter serving women and children who are victims of domestic violence, sex trafficking, and homelessness.

The Shade Tree facility had not been renovated in more than 13 years and was in dire need of improvements.

Wynn employees, together with more than 170 businesses, donated more than 15,500 hours of labor and more than \$2.5 million in manpower and material costs to upgrade The Shade Tree's facilities.

Upon completion of the project, Wynn Resorts gave an additional \$250,000 directly to the organization.

Upgrades to the facility included:

- ◆ an all-new, expanded kitchen to better accommodate more than 200,000 meals served each year
- ◆ full renovation of the first floor, including an expanded intake center
- ◆ renovations to the second and third floor residential areas, including all-new bathrooms, mattresses, and linens
- ◆ improvements to the common areas on each floor
- ◆ increased security measures
- ◆ revitalization of the children's play area

With the improvements, the organization was able to reopen 100 beds on the facility's third floor that had been closed due to lack of funding. In total, The Shade Tree was able to offer 44,080 additional bed nights of shelter, host 3,768 more life skills classes, and provide medical care to 6,635 additional clients.



Wynn's Nightlife employees hosted two Hold 'Em for a Cause Poker Charity Tournaments in 2019. In total, the events raised \$136,613 for The Shade Tree shelter for women and children in Las Vegas, and for the Leukemia & Lymphoma Society.

An Elevated Approach to Corporate Giving

Wynn's Transformative Impact Model is our focused commitment to a single nonprofit organization for 12 months or more. This model uses Wynn Resorts' resources and business partners to revitalize the nonprofit's state of operations with design enhancements, remodels, pro bono services, and business-strategy consulting. With The Shade Tree, it was obvious that our network of suppliers, vendors, and business partners could come together for a truly worthy organization. With the renovations now complete, The Shade Tree will be able to increase its services in 2020.

"An improved and upgraded facility enhances the overall living experience and elevates the efficiency and operations of our organization's programming and services," said Linda Perez, Chief Executive Officer of The Shade Tree. "Wynn has rebuilt more than just the physical structure of our building; it has rebuilt our residents' independence, stability, and dignity."



The Shade Tree's private outdoor garden area

"Words aren't adequate to fully express our deep appreciation for the generosity and leadership of Wynn Las Vegas. The Wynn team has had an ongoing presence at our shelter for many months now, and their generosity is evident in so many forms, from monetary contributions to volunteer hours. Wynn's investment has significantly changed the overall energy of the facility, staff, and more importantly, our residents."

Linda Perez
The Shade Tree
Executive Director

Going a Step Further in Support

The overwhelming support from business and community members were leveraged to enhance Noah's Animal House, a neighboring sister organization, which provides boarding and care for the pets of the clients served at The Shade Tree. Some victims of abuse remain tied to dangerous situations because of limited facilities for their beloved pets. Noah's Animal House ensures that does not happen in Las Vegas by providing a haven for clients' pets.

Despite completing the Transformative Impact Model with The Shade Tree, Wynn continues to support the organization in other ways. In 2019, we hosted a Mother's Day brunch and Thanksgiving dinner at The Shade Tree, serving more than 200 women and children at each event.

"When you visit The Shade Tree now, you would not guess it had been on the verge of closing its doors forever," said Monica Moradkhan, Vice President of Community Relations at Wynn. "From children coloring in the activity center to people tending the gardens or fixing meals, the facility is alive with activity. It is heartwarming to have been part of the transformation."



Noah's Animal House at The Shade Tree

"What began as an opportunity to aid an essential community organization quickly became a project of passion for our staff. As we filtered through the list of upgrades The Shade Tree facility needed, it became obvious there was an opportunity to make a much greater impact here. The Shade Tree clients deserve to be in an environment where they feel safe and dignified, and we hope that with these upgrades we're helping them do just that."

Lori Treboldi

*Wynn Design and Development
Vice President of Construction*



New funding program honors employee volunteering.

Dollars for Doers

In June 2019, Wynn launched a new community service initiative that matches cash grants to employee volunteer hours. Every employee who volunteered 25 hours of personal time at an approved nonprofit was eligible to request a \$250 grant from Wynn for the organization.

In just seven months, Wynn employees' volunteer hours earned \$12,000 for 25 Las Vegas organizations through more than 3,400 hours. A few of the recipients were the Animal Foundation, Nevada Diabetes Association, Catholic Charities, and Positively Arts. In 2020, Wynn will expand the program to Encore Boston Harbor and increase the amount employees can earn for eligible nonprofits to \$1,000.

"Volunteerism is a core part of our company's culture, and Wynn employees already volunteer thousands of hours in the community," said Teresa Dieguez, Vice President of Corporate Taxation for Wynn Resorts and Treasurer of the Wynn Employee Foundation. "The Dollars for Doers program is a way for us, as a company, to increase the impact of employees' work and to honor the generosity with which they give of their time and talents."



Staff and organizers from more than 60 local nonprofits met at Wynn Las Vegas in October for the Second Annual Nonprofit Networking Mixer. The event helped to deepen connections within the nonprofit community and included roundtable discussions, as well as an executive panel featuring Wynn's Marilyn Spiegel, Steve Weitman, Monica Moradkhan, and Todd Fasulo.

Encore Boston Harbor employees from across the resort joined together to pack meals on Giving Tuesday. In total, more than 200 volunteers came together in the resort's ballroom, turned on the music, and packed 83,750 meals to be served to those in need by the Everett Grace Food Pantry and Bread of Life.



Giving Tuesday goes global

Wynn employees around the world unite in giving back to our communities.

In 2019, Wynn Resorts participated in Giving Tuesday, the international day for charitable giving. It marked the first global alignment across the Company's properties to collaborate on a single initiative to support the needs in our diverse communities. More than 1,770 volunteers participated in the Company-wide initiative, making it the largest volunteer initiative in the Company's history.

Giving Tuesday takes place the week after Thanksgiving throughout the world. Following the start of the holiday shopping season on Black Friday and Cyber Monday, #GivingTuesday has become the online call to action for supporting social causes through donations and volunteerism.

Encore Boston Harbor and Wynn Las Vegas hosted "Feed the Funnel" events in partnership with The Pack Shack. Employees worked alongside their colleagues, friends, and families to pack 355,056 meals for several nonprofit organizations who serve the food insecure in our communities.

Leading up to Giving Tuesday, Wynn Macau employees knitted scarves for community elders and distributed them while decorating five senior centers for the holidays. On Giving Tuesday, Wynn Macau volunteers participated in Christmas gift packing with Fuhong community members for the Pou Lei Centre of Fuhong Society.



Cast members from *Le Réve—The Dream* marked their second annual benefit performance, which raised \$146,650 for the Las Vegas Metropolitan Police Department Foundation. In 2019, the production also launched a new program, \$1 for Charity, which set aside one dollar from every ticket purchased. At the end of the year, the resulting \$259,196 went evenly to Opportunity Village, Teach for America, and Discovery Children's Museum.

Giving Tuesday Becomes Giving Week

Building on the momentum of Giving Tuesday, Wynn expanded the concept to Giving Week at Wynn Las Vegas. Daily events offered employees a variety of opportunities to raise funds for the Wynn Employee Foundation's Community Grant Fund and for other worthy organizations:



Sunday's Wynn Golf Club Experience kicked off the week. This sold-out event gave employees and their guests an exclusive opportunity to enjoy the newly opened Wynn Golf Club, specially priced for Giving Week.



Monday's Le Rêve Performance supported the Las Vegas Metropolitan Police Department Foundation, raising \$146,650 for the nonprofit serving law enforcement officers and their families.



Tuesday's Feed the Funnel Event, in partnership with The Pack Shack, packed meals for several local nonprofit organizations.



Wednesday's Cookie Decorating Master Class was a hands-on tutorial guided by our award-winning Executive Pastry Chef, Patrice Caillot.



Thursday's Pizza-Making Master Class, hosted by Executive Chef Enzo Febbraro of Allegro, welcomed Wynn employees as family into the kitchen to make their own pizzas from scratch.



Friday's Pastry Chef Bake Sale featured amazing delights created by Wynn's talented food and beverage team.



Saturday's Great Santa Run concluded Giving Week with 150 Wynn volunteers participating in the annual charity event benefiting Opportunity Village, an organization devoted to people with intellectual difficulties.

Employee-Directed Giving

In total, the first annual Giving Week raised \$19,440 for the Wynn Employee Foundation's Community Grant Fund. Grants from the fund are employee-driven, designated to local nonprofits based on recommendations from the Employee Advisory Council.

“Participating in global Giving Tuesday united Wynn employees across a wide range of philanthropic initiatives and demonstrated the Company’s commitment to the communities where employees live and work.”

Monica Moradkhan

Wynn Resorts

Vice President of Community Relations



Encore Boston Harbor opened its doors for the first time with a fundraiser for the community.

A grand opening in Boston

A week before Encore Boston Harbor opened to the public in June 2019, we welcomed friends, family, and VIPs to an exclusive first look at the resort. Over the course of three days, approximately 10,000 people enjoyed the resort's games and restaurants.

All the money earned during these preview days went to local charities. In total, Encore Boston Harbor divided \$669,019 evenly among the following organizations:


- ◆ **Boys and Girls Club of Boston** helps young people build strong character and realize their full potential as responsible citizens and leaders.
- ◆ **Bread of Life** is a non-denominational faith-based organization serving the communities north of Boston, with a mission to feed the body and nurture the soul.

[BACK TO TABLE OF CONTENTS](#)

- ◆ **Everett Community Schools** aim to inspire, educate, and prepare each student to achieve high standards, contribute to our community, and thrive in a global society.
- ◆ **Malden YMCA** has supported the foundations of community through youth development, healthy living, and social responsibility for more than 140 years.
- ◆ **Mystic River Watershed Association (MyRWA)** protects and restores the Mystic River, its tributaries, and watershed lands for the benefit of present and future generations.
- ◆ **Urban League of Eastern Massachusetts** has a mission to enable adults to overcome racial and social barriers, economic inequities, and sexual and domestic violence.



Encore Boston Harbor's motor yachts on the Mystic River



Employees stood ready for the Second Annual Wynn Employee Foundation Spring Fling in Las Vegas. Tickets for the executive dunk tank sold with enthusiasm, helping to raise more than \$11,000 for the WEF. Local nonprofit partners attended to enjoy the fun and to tell our employees about eligible volunteer opportunities through Wynn's new Dollars for Doers program.

Giving and volunteerism

In 2019, corporate charitable giving and commitments in North America and Macau exceeded \$20 million. Funds are distributed in North America to worthwhile charities that align with one of our three giving pillars:

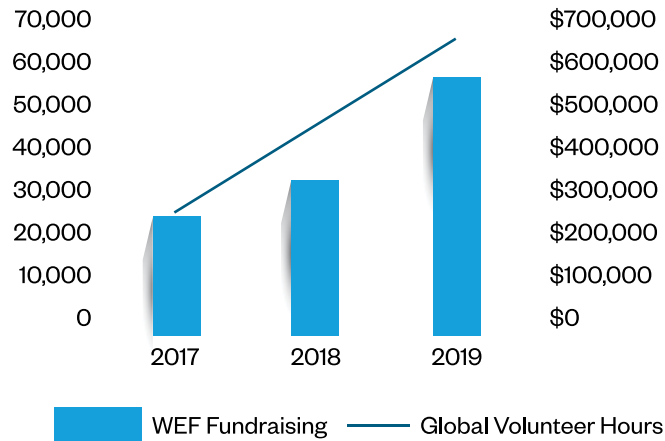
- ◆ **Cultural Enrichment**, including support for the arts, culture, and citizenship
- ◆ **Vibrant Communities**, which include the environment, neighborhoods, and community support programs
- ◆ **Education**, supporting innovation, workforce preparedness, and at-risk youth



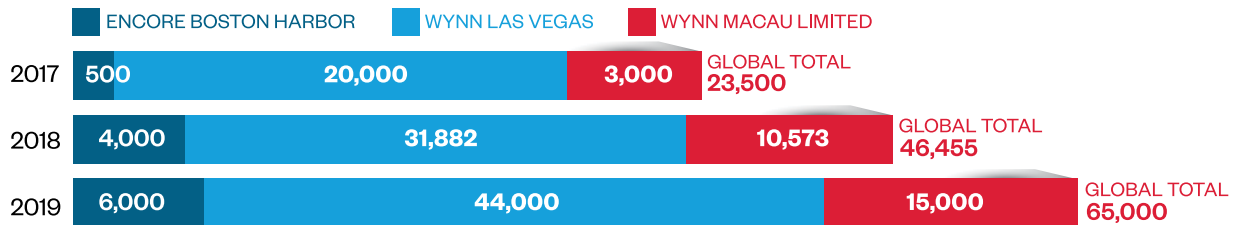
In Macau and across the Greater Bay Area (the region encompassing Macau, Hong Kong, and southern Guangdong Province), we strive to drive reinvestment in our community, encourage volunteerism, and promote responsible gaming through our Wynn Care program. Since launching this program in Macau, we have centralized our community-focused initiatives under one umbrella and meaningfully increased our involvement in various volunteer activities and community events in Macau, the Greater Bay Area, and beyond.

Our employees continue to fulfill our commitment to serving our communities through charitable contributions to the Wynn Employee Foundation (WEF) and dedicating significant time to volunteer efforts. Contributions by our employees to the foundation are matched dollar for dollar, up to \$50,000 per employee, the highest of any resort company. In 2019, our employees contributed over \$577,000 to the WEF and reported over 65,000 volunteer hours.

WEF Fundraising and Global Volunteer Hours



Global Volunteer Hours by Property



Each year, the WEF awards grants to eligible nonprofit organizations. The Community Grant recipients are recommended by the Employee Advisory Council (EAC) to the Foundation Board of Directors. The EAC serves in an advisory capacity to the Board and is comprised of 12 employees that range across departments and position types with representation from non-supervisors to executives.

In addition to reviewing grant applications, council members also review applications for the Employee Scholarship Program and present recommendations to an Independent Selection Committee. The Independent Selection Committee makes the final determination of the scholarship recipients, awarding up to 10 scholarships to Wynn Las Vegas employees or dependents, and up to five scholarships to Encore Boston Harbor employees or dependents per academic year. Since the program's launch, 25 individuals have been awarded up to \$7,500 per academic year, with more than \$87,000 in scholarship paid in 2019.



Wynn North America
Our Planet



Erik Hansen, Wynn Resorts Chief Sustainability Officer

Corporate Sustainability Message

To protect the future of luxury hospitality we must take an active role in protecting our planet. As a Fortune 500 company and internationally recognized brand, Wynn Resorts understands its opportunity to address the complex environmental issues facing our entire industry. Through the guiding principles of our global sustainability program, known as Goldleaf, we accelerate our progress toward our goal of leaving the planet in better condition than we found it.

Our ultimate goal is aggressive, but achievable: operate zero carbon, zero waste resorts. Every year we move closer to realizing this by building on past successes, anticipating future needs, and pioneering best-in-class new programs that are engineered to exceed government-regulated standards. With a circular approach that encompasses our entire supply chain, we constantly examine ways to reduce each of our resorts' environmental impact in our Company's focus areas of renewable energy, water conservation, waste diversion, recycling, single-use plastic abatement, responsible food sourcing, and natural habitat protection.

In 2019, Wynn Resorts launched the highest number of sustainability programs in its history, including the first and only zero carbon, zero waste convention offering in Las Vegas; the introduction of artificial intelligence to combat food waste in Macau; and the entirety of Encore Boston Harbor, which is certified LEED Platinum and runs on 100% renewable energy managed by an on-site microgrid, a first-in-industry innovation. To promote the adoption of sustainability measures by like-minded organizations, we actively disseminate our environmental solutions through transparent reporting and information sharing activities across a number of sectors.

In the years to come, we will continue to think critically about how we can protect our planet. The answers to this question shape decision-making across every aspect of our business, which in turn creates real, immediate, and meaningful impact for our employees, business partners, and shareholders—but most importantly, for our guests, who place their trust in us to deliver a sustainable luxury experience without sacrificing the Five-Star service that only Wynn Resorts can provide.



Major expansion sets the stage for Wynn Las Vegas to host larger events with greater sustainability.

Growing with *purpose*

Wynn Las Vegas recently opened an expansion which more than doubled our rentable event space to 560,000 square feet, including an outdoor pavilion and lawn, four pillarless ballrooms, grand promenades and registration areas, and impeccably appointed interiors with state-of-the-art technical infrastructure. Floor-to-ceiling windows overlook the Wynn Golf Club's redesigned 18-hole championship course, while providing meeting rooms with an abundance of natural light.



“The new space transports attendees to a place where they can be more focused and relaxed,” says Todd-Avery Lenahan, President and Chief Creative Officer of Wynn Design and Development. His team designed the space to fill with natural sunlight to help attendees feel their energetic best.

“The design team also expended a considerable effort from the onset of the expansion,” added DeRuyter Butler, Executive Vice President of Wynn Design and Development, “to consider all aspects of not only the finished space, but of the construction process. This included construction waste management, sourcing of regionally available biobased and low-emission materials, along with a holistic approach to all aspects of efficiency and sustainability for the construction and lifetime use of the facility. We also took advantage of advances in solar technology to almost double the solar capacity by expanding collectors onto the existing and previously untapped convention complex roof, allowing the new facility to offset energy demands for the entire resort.”

As with all of our building initiatives, we designed and constructed the expansion to satisfy the requirements of sustainable building organizations, in this case, the Green Building Initiative (GBI). The GBI certification program evaluates the sustainability of new buildings via a scale of 1,000 points spread across seven assessment areas for energy, water, air quality, and other factors, such as environmental purchasing, reduction of ecological impacts, durability, and lighting design. We hope to earn at least three of four possible Green Globes, demonstrating leadership in applying the best practices regarding energy, water, and environmental efficiency.

Zero Carbon, Zero Waste Events

The sustainable expansion increased not only the size of events that we can hold, but also the care with which we can host them. We expect strong demand for our new zero carbon, zero waste event service. The service pairs trained sustainability representatives with our client managers to plan and execute one-of-a-kind events offsetting the environmental impact of groups gathering for meetings or conventions, featuring the following services:

- ◆ **Zero Carbon Energy Offset:** In a first for Las Vegas, renewable energy produced by our on-site solar panels and the 160-acre Wynn Solar Facility may be used to offset all energy used by an event, including offsite activities such as attendee travel.
- ◆ **Zero Waste Recycling Effort:** Our single-stream recycling program and asset recovery system enable zero waste events as defined by the Zero Waste International Alliance. This means a minimum of 90% of event waste will avoid landfills.
- ◆ **Aluminum Water Bottles:** Plastic water bottles may be replaced with recyclable, reusable aluminum water bottles or eco-friendly water bubblers with compostable cups.
- ◆ **No Single-Use Plastics:** We are able to offer conventions the option to use no plastic straws, place settings, drinkware, or cutlery.
- ◆ **Regional Food Sourcing:** Catering menus may be created with regionally sourced ingredients. In addition, we can procure any organic, vegan, or highly-specialized menu request.
- ◆ **Event Materials Reuse:** Event production materials such as furniture, lighting fixtures, rugs, and other supplies brought to us by guests can be donated to local nonprofits with whom we have longstanding partnerships.
- ◆ **Custom Reporting:** All clients of the new event service receive customized reports of every sustainability measure utilized at their events.



New outdoor pavilion at Wynn Las Vegas

“The glitz and the entertainment aspects of the city can be very distracting. The new meeting and convention space refocuses all of that energy so you’re constantly aware of being in an elevated, green, healthy environment.”

Todd-Avery Lenahan

*Wynn Design and Development
President and Chief Creative Officer*

“A new era of eco-innovation is being ushered into the global meetings, incentives, conferences, and exhibitions (MICE) industry as companies require more extensive sustainability capabilities from their event host venues. At Wynn, we’ve invented solutions to complex environmental issues without compromising our commitment to Five-Star service. The result is a state-of-the-art event with an immediate and measurable sustainability impact that clients can be proud of.”

Erik Hansen

*Wynn Resorts
Chief Sustainability Officer*



Wynn Las Vegas ranks among top corporate users of solar energy.

Solar commitment *earns* recognition

Wynn Las Vegas was the only integrated resort to rank alongside corporations like Apple, Amazon, and Home Depot as leading users of solar energy. The ranking was part of the Solar Means Business report released in July 2019 by the Solar Energy Industry Association (SEIA).

The SEIA is the national trade association for the solar energy industry, which performs research and advocacy on behalf of approximately 1,000 member companies that manufacture, install, and support the development of photovoltaic solar power. The report tracked commercial solar systems installed by the end of 2018. In total, those systems are capable of generating 10.7 million megawatt hours (MWh) of electricity annually, enough to power 1.4 million homes.

Wynn Las Vegas ranked 9th on the list of Top 25 Corporate Users by Solar Capacity Installed in 2018. We were behind only a handful of companies, including Apple (1st), Amazon (6th), and Home Depot (8th).

Nevada



In 2018, Wynn installed **20 megawatts (MW) of off-site solar** at the Wynn Solar Facility in **Stillwater, Nevada**. Combined with **1 MW of rooftop solar installed on-site** that year, we generated enough electricity to **offset 75%** of the resort's peak demand during summer months, including full usage of the meeting and convention space.

75%
of the resort's
electricity

2018 Was Just the Start

The SEIA report covered the solar energy we installed in 2018, but we didn't stop there. In 2019 we installed an additional megawatt of rooftop solar at Wynn Las Vegas as part of our meeting and convention space expansion.

Our total solar capacity in Nevada is now capable of eliminating more than 20,000 metric tons of carbon emissions annually. Plus, solar's effectiveness is not just limited to the Southwest. At our new Encore Boston Harbor resort, we brought 1 MW of solar panels online in June 2019.

“Over the last few years, we’ve taken bold and innovative steps to access solar energy. It was a long road to gain the necessary regulatory approval, but we’re proud to now be in control of our energy sourcing.”

Erik Hansen
Wynn Resorts
Chief Sustainability Officer



The integrated storage system is a key element of Encore Boston Harbor’s innovative microgrid. It contains the battery cells that store excess energy produced by on-site solar power and cogeneration units. It also contains the “brains” of the system, the combination of hardware and software that seamlessly manages the flow of power to and from the renewable sources, batteries, and the utility grid.

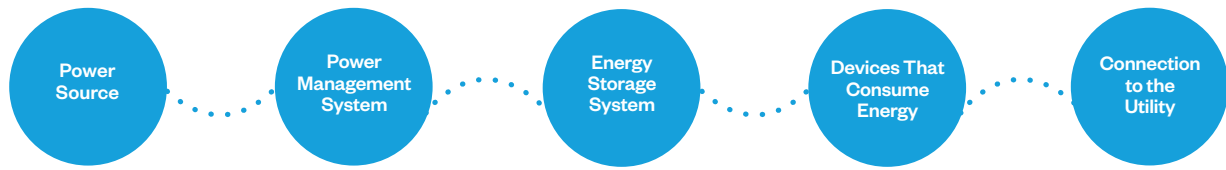
Responsible and resilient

Encore Boston Harbor takes an innovative approach to energy challenges.

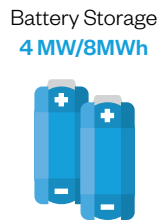
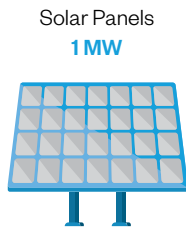
Wynn’s new Boston resort is the first in the world to combine power generation, battery storage, and the purchase of renewable energy credits (RECs) to achieve 100 percent renewable energy status.

The heart of this innovative approach is a self-contained microgrid capable of storing unused electricity produced on-site for times of peak activity and need. The system significantly reduces the resort’s reliance and burden on the regional electric grid and helps to pave the way for low-carbon energy storage solutions in Massachusetts. In recognition of these benefits, the Massachusetts Clean Energy Center (MassCEC) and Department of Energy Resources (DOER) awarded Encore Boston Harbor a \$1.1 million grant to build the utility-scale battery storage project.

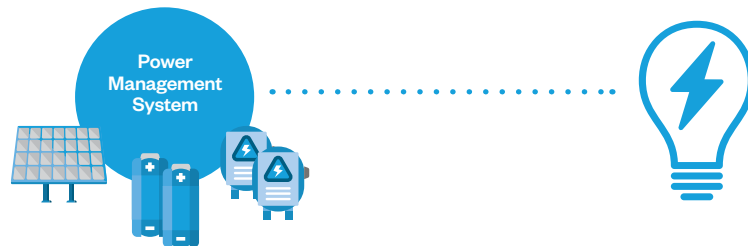
The Sum of Its Parts



Microgrids typically consist of five discrete elements: a power source, a power management system, an energy storage system, devices that consume electricity, and a connection to the utility.



Encore Boston Harbor's microgrid integrates multiple green power sources that provide clean energy and reliable backup options. On the roof of the resort, 75,000 square feet of solar panels supply 1 MW of generating capacity to the system. Additionally, two natural gas-fired co-generators produce 1.5 MW of electricity each. These co-generators use the same fuel source to simultaneously produce both electricity and heat for the resort in an ultra-efficient manner. These environmentally responsible generation sources are then able to store their energy in the 4MW/8MWh on-site battery storage array.



The resort's power management system seamlessly monitors and controls all of the generation and storage elements. During times of low electricity demand, the power management system charges the 4 MW of on-site battery storage. Then it draws on the batteries when guests are readying for a big night out, the casino is active, the tables are full at Rare Steak, and thousands of devices across the resort are in need of electricity.

An Island on the Grid

The management system is also capable of seamlessly switching from utility power to battery power. It can do this rapidly in the event of a regional power disruption, or as part of a planned demand-response program incentivized by the grid operator. The grid operator's program signals Encore Boston Harbor to use its backup power during certain peak-demand events, thereby reducing peak-day emissions and delaying or forgoing the need for additional power plants.

"We are able to dispatch the batteries to reduce demand and reduce our pull on the grid during critical times, such as during the hottest days of summer when the grid is being strained," said Wynn Resorts Chief Sustainability Officer, Erik Hansen. "Our model showcases how you can truly integrate battery, solar, and co-generation in one operating system and make it work for the benefit of our resort, the surrounding communities, and the environment."

"The Massachusetts Clean Energy Center is pleased to have partnered with the Massachusetts Department of Energy Resources and Encore Boston Harbor to lead the way in the commercialization and deployment of energy storage technologies. Encore's system is a great example of Massachusetts' support for projects that both reduce the peak load on our regional power supply, and also demonstrate the feasibility of achieving sustainability and economic goals on a day-to-day basis."

Stephen Pike

Massachusetts Clean Energy Center
Chief Executive Officer

Sourcing 100 Percent Renewable Energy

Encore Boston Harbor's microgrid is expected to reduce the resort's energy bills by approximately 15 percent. But that still leaves a lot of electricity to source through the regional grid. So, we are buying Renewable Energy Credits (RECs) equal to the total amount of electricity we purchase.

Renewable Energy Credits are the "currency"—approved by the U.S. Environmental Protection Agency—through which companies can purchase and claim renewable energy supply, even when there's not enough locally available. Wind, solar, biomass, geothermal, and certain hydropower sources across the country receive one REC for every megawatt hour of renewable electricity they add to the grid. They can then sell the credits to assign ownership of the renewable energy and create an incentive for developing more renewable energy sources.

Because we recognize that not all RECs on the market are equal, we are purchasing only Green-e certified credits, which are verified through the nation's leading independent consumer protection program for the sale of renewable energy. This means we will know where and how every kilowatt hour of renewable electricity was produced.

Encore Boston Harbor helps bring people and wildlife back to the treasured waterway.



Life returns to the Mystic River shoreline

Once a post-industrial wasteland, the Encore Boston Harbor waterfront is now entirely different—replete with human, plant, and wildlife. It began with remediation of the environmental damage that occurred on the property over its long history as an industrial site. Wynn removed 921,000 tons of contaminated soil and river sediment. Then we spread 21,200 cubic yards of clean earth to the river to reestablish a viable foundation for life to bloom again.

We worked closely with the Mystic River Watershed Association (MyRWA) to create a 24,000-square-foot living shoreline. Unlike a concrete seawall or other hard structure, a living shoreline is made of plants, sand, and rock that create a welcoming habitat for plants and animals to thrive. Today the shoreline is home to ducks, geese, herons, cranes, and rabbits, as well as aquatic life.

A Welcoming Human Environment

Animals and plants were not the only things missing from the post-industrial site. We built an expansive harbor walk, setting the stage for people to once again enjoy the river's beauty and recreational opportunities.

[BACK TO TABLE OF CONTENTS](#)

Tree-lined bike and walking paths connect a picnic park, viewing deck, gazebo, pavilion, and waterfront shopping and dining. There is even ferry service to Boston Harbor. “The Harborwalk laces the living shoreline, winding through 6.5 acres,” wrote Northshore Magazine in an October 2019 feature story. “These views haven’t been seen by the public in more than a century.”

We are proud the transformation that began on our piece of the shoreline has spread up and down the river. MyRWA is using our living shore project as a model for new collaborative restorations within the watershed, and tens of millions of dollars in public and private investments have been dedicated to new and restored shoreline parks and paths. This includes two and a half miles of completed shoreline paths, five miles of additional paths in design or construction, and five shoreline parks in Everett and adjoining communities—all since we broke ground in 2016.



The Encore Boston Harbor waterfront before construction (left) and after the resort’s opening in 2019 (right)

“For the first time in a generation we have opened up our waterfront to our residents. At Encore, a once-polluted hazardous waste site is now a beautiful six-acre park. Encore also built River Green, an outdoor recreational oasis around the corner on the Malden River. By building both passive and active recreational areas along our waterfront we are making the best use of the area and drawing a wide range of users.”

Carlo DeMaria
City of Everett
Mayor

Honored to Do the Right Thing



In October 2019, Encore Boston Harbor was honored to receive the **Mystic Champion Award from MyRWA** in recognition of our site cleanup, financial support, and staff volunteer involvement in stewardship events along the river. The award followed recognition in 2018 by the U.S. Environmental Protection Agency, which included an endorsement by the City of Everett noting the “transformative spirit” sparked by our site remediation.



“Encore is revitalizing an industrial, underutilized neighborhood, and opening a waterfront that had been fenced off for over a century. This project will have an impact on the region for generations to come,” the EPA wrote in its announcement of the **Environmental Merit Award**.

Return of the herring

Running alongside Encore Boston Harbor, the Mystic River is a critical habitat for two species of herring. Each spring, alewife and blueback herring migrate upstream from the open ocean to spawn, or lay eggs.

The herring populations decreased throughout the 1900s due to habitat loss and water pollution, among other factors.

The species are now classified as “threatened,” but the good news is,

they may be on the rebound. Shoreline

restorations—like we implemented at Encore—as well as volunteer efforts and the removal of an upstream dam have improved the ecosystem on which the fish rely.

Each spring the MyRWA organizes a program to monitor the size of the migration. More than 160 MyRWA volunteers went weekly to count herring, from April through June of 2019. An estimated 789,000 fish made the journey past Encore to Upper Mystic Lake to spawn. This makes 2019 the biggest year for the Mystic herring run since counting started in 2012.





Encore Boston Harbor is designed to meet current and future climate challenges.

Built for *today* and *tomorrow*

Building Encore Boston Harbor from the ground up meant that Wynn had the opportunity, and responsibility, to create an environment with lasting value for the community and other stakeholders. In part, this meant designing a resort that is responsive to the climate challenges of both today and tomorrow.



Through careful attention to minimizing climate and environmental impacts, Encore Boston Harbor earned the U.S. Green Building Council's LEED Platinum certification. According to the USGBC directory, Encore Boston Harbor is the **largest LEED Platinum new construction project in New England.**

The Leadership in Energy and Environmental Design (LEED) certification assesses sustainable design imperatives across numerous categories. In the Sustainable Site category, Encore Boston Harbor received points for things such as brownfield redevelopment, community connectivity, and features to reduce the urban heat island effect. We earned points under the Energy and Atmosphere category for our building management system, which monitors energy and water usage, as well as indoor air quality. In total, our building energy use is expected to be 40 percent less than the base building code requirements. This was accomplished despite the fact that there are no energy-efficient gaming machines available on the market.

Resilience and Peace of Mind

It was also our responsibility to design a place that would be resilient to climate and weather challenges of the future. Our location on the Mystic River is a tidal estuary, vulnerable to coastal flooding and the effects of rising sea levels. Thus, we relied on detailed data to determine the safe elevation for each component of the resort—well above minimum code requirements. This includes locating all critical mechanical, electrical, and plumbing systems high above projected flood lines.

Should the resort ever lose power from the grid, our on-site energy storage, co-generators, and back-up generators can meet almost 80 percent of the power requirements for our buildings, which are further ensured by a fully redundant main electrical system. In addition to producing electricity, our advanced co-generators produce hot water for the resort. So if the power in North Boston is out, we will still have our regular supply for hot showers, snow melt, and the resort's chiller systems.

Furthermore, our 24,000 square feet of carefully developed living shoreline helps to buffer against future weather uncertainties. A 2015 study by the National Oceanic and Atmospheric Administration (NOAA) showed that living shorelines can help reduce carbon dioxide in the atmosphere while increasing coastal resilience. Acre for acre, salt marsh can store two to three times as much carbon over the course of a year as mature tropical forests. Plus, living shorelines have demonstrated greater resilience to hurricane impacts than shorelines hardened with bulkheads.



Constructed with Care

Construction workers at Encore Boston Harbor helped to divert 90 percent of building waste from landfills and used Forest Stewardship Council (FSC) certified wood for 96 percent of the project. In addition, they used only paints, flooring, and other materials that met requirements for low emissions of volatile organic compounds (VOCs) in order to ensure healthy indoor environmental quality.



Encore Boston Harbor's horticulture program reduces environmental impact through careful design and operation.

Cultivating a *green* resort

From how trees are lit at night, to how often flower beds are re-planted, the horticulture program at Encore Boston Harbor is truly a study in detail. The landscape is planned for visual interest throughout the changing seasons of the year, and every garden is designed to account for changing perspectives as guests move about the resort.

The attention to detail is not just about maximizing the opportunities for guests to connect with nature. Many hours of careful planning also ensure that the grounds continue to be maintained in an environmentally responsible manner and with the greatest level of care.

Keeping Track of Inputs

The Horticulture and Floral Department at Encore Boston Harbor hand-picked more than 800 trees from nurseries around the Northeast and specified plantings for roughly 110,000 flowers and shrubs. While the benefits to the environment from planting trees in a former wasteland are obvious, we recognized that this volume of plant life has potential for significant resource consumption. That is why the department carefully tracks things like irrigation water and fertilizer use, green waste, and even the mileage of our grounds vehicles.

The resort's irrigation system is an example of how fine-tuning a maintenance system can produce positive environmental results. Developed for efficient use in desert conditions, the system employs sensors and drip lines to deliver water only where and when it is needed. Adjustments can be made for the needs of

individual trees or plantings. By paying attention to the amount of shade, type of plant, and subsurface water measurements, we're able to reduce average daily watering time to just three minutes, compared to 25 minutes or more for conventional systems.

Our system, which uses rainwater collected on-site, also allows for controlling fertilizer applications at the parts-per-million level. This helps to avoid over-fertilizing, which could harm neighboring aquatic ecosystems. Of course, a system of this complexity requires significant time and attention to master. So Encore Boston Harbor employs a full-time irrigator to manage the system.

Low-Impact Maintenance

Because sod turf grass requires extensive mowing, watering, fertilizing, and pest control, Encore's landscape designers chose to do away with it. Instead, they specified some 70,000 square feet of artificial turf to create inviting lawns throughout the property. Not only do the lawns look nice year-round, but also they require very little maintenance.

When we do perform maintenance around the grounds, our aim is to do it with as little noise and as few emissions as possible. The horticulture department uses only electric vehicles, as well as electric equipment that was piloted in partnership with Stihl. By using the brand's battery-powered trimmers, blowers, edgers, saws, and other equipment, the noise is kept to a minimum and the direct emissions are zero. The only internal combustion engines used in groundskeeping are a high-efficiency backhoe and a telehandler. Both have the latest generation diesel engines along with exhaust scrubbers.

Following the Entire Cycle

Composting the resort's green waste is another way we reduce the impact of our horticulture program. Clippings from the landscape and floral studio as well as interior floral displays are all sent to a local composting facility.

As flowers are rotated in and out of seasonal plantings, these plants are not composted. Rather, they go back into the pots they arrived in and are cared for in a holding yard until the following season, when they will be replanted for guests to enjoy the peak moment in their annual cycles.

“The fundamental job of the Horticulture and Floral Department is to take care of nature here at Encore. But our plants are part of larger ecosystems that extend far beyond the property line. Thus, it is only ‘natural’ for us to maintain our space responsibly—in a way that reflects our care for the entire planet.”

Patrick Chadwick

Encore Boston Harbor

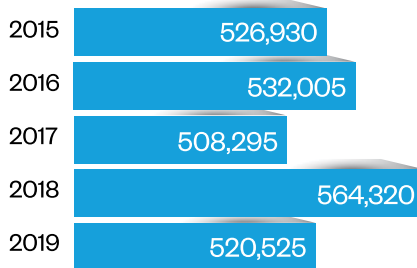
Director of Horticulture and Floral

Wynn North America Environmental Data

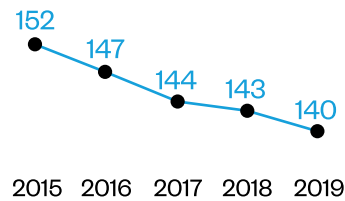
2019 Wynn Las Vegas Greenhouse Gas Emissions by Scope (Metric Tons)



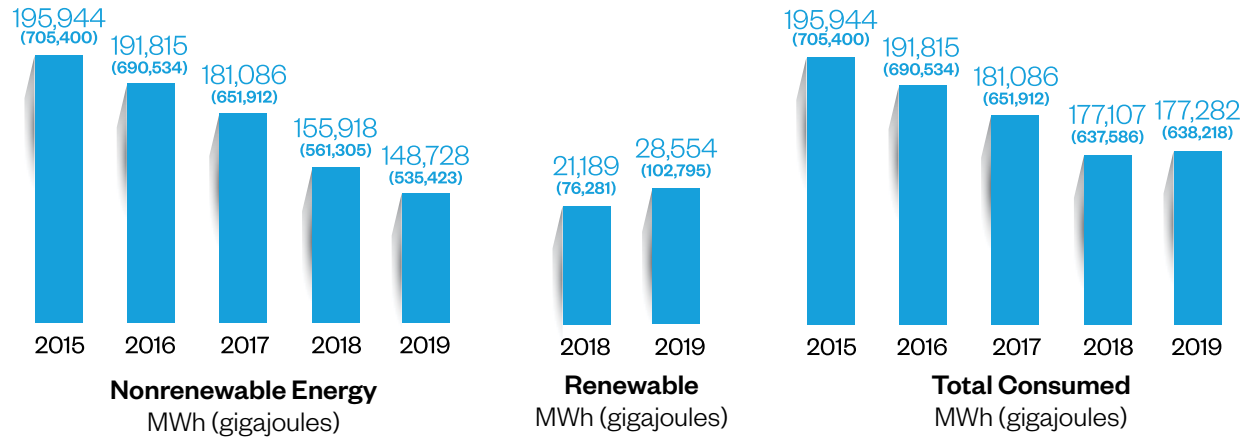
Wynn Las Vegas Total Water Consumption (Gallons x 1,000)



Wynn Las Vegas Energy Use Intensity EUI Ratio (kBtu/SqFt)



Wynn Las Vegas Power Consumption by Energy Type



Wynn Las Vegas 2019 Waste Diversion

Waste Type	Tonnage Produced in 2019
Recycled	5,752
Composted	1,390
Recovered	211
Total Tonnage Diverted From Landfill	7,353

Wynn North America Soap Recycling



recycled
9,890 pounds
of soap in 2019.

The background features a dark purple field with intricate white line-art floral motifs. A large, vibrant red shape, resembling a stylized flower or petal, is positioned in the upper right quadrant. The text 'Wynn Macau, Limited' is centered in a white, serif font.

Wynn Macau, Limited

2019 ESG Global Initiatives

In this report, we reflect on the significant developments in 2019 that affected our Company in North America. The noteworthy developments in our Company were not limited to our U.S. operations. Wynn Macau Limited had an exceptional year, reaching many environmental, social, and governance milestones. Coordinated efforts across Wynn Resorts properties included participation in Giving Tuesday, soap recycling and hygiene programs with Clean the World, and providing support for employees as a great place to work.

More detail on the ESG initiatives at our Macau properties can be accessed in the [2019 Wynn Macau Limited Sustainability Report](#).





Corporate Governance

Corporate Governance Statement

With 22 Forbes Travel Guide Five-Star hotels, spas, and restaurants collectively across our portfolio, Wynn Resorts holds the most Five-Star awards of any independent hotel company in the world. For our dedicated team of professionals who provide this level of world-class service to our valued guests, their work is more than a career: it's a calling. Through effective leadership and rigorous corporate oversight, the Wynn Resorts Board and Executive team take seriously their duty to protect and enhance our Company's remarkable corporate culture as we push the entire hospitality industry to new heights year after year.

We evolve our legacy of progress by continually enhancing our operational structures, processes, and controls to support and promote ethical behavior across every sector of our business. Over the past two years, the Wynn Resorts Board and Executive team has been reinvigorated with a new composition of industry experience and leadership skills to reflect the more progressive and forward-focused direction of our Company. We have also strengthened our ongoing and proactive engagement with shareholders to gain valuable insight and new perspectives, enabling us to be more responsive to their needs.

With clear, ESG-centric values as our guide, we will continue to make significant strides on our path to fit-for-purpose governance in ways that are responsible, accountable, and transparent. In 2020 and beyond we are confident the quality that makes Wynn Resorts 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.

Our People and Our Stewardship

Under the direction of the Board, our Executive team has set forth a strong set of values that supports our employees and their families, our communities, and our planet. Our Board and Executive team understand that being socially responsible is not only the right thing to do, it is a business imperative. Long-term value is only possible if all of the Company's stakeholders thrive, including our shareholders, employees, suppliers, the communities in which we operate, and the environment. The Board has committed to a set of Environmental, Social, and Governance (ESG) goals to drive long-term corporate value.

The foundation of our ESG approach is our best-in-the-business corporate governance, which is more fully disclosed in our [Proxy Statement](#).

At a corporate level, our overarching commitment to social responsibility includes:

- ◆ Creating a Five-Star workplace
- ◆ Fostering a diverse and inclusive workforce
- ◆ Investing in the training and development of our employees and others in our community

- ◆ 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

Board Composition and Diversity



To that end, the Board is committed to maintaining a composition with a broad spectrum of experience and expertise that will promote the presentation and consideration of different points of view, meet the Company's evolving needs, and strengthen our diversity. In 2019, the Nominating and Corporate Governance Committee reinforced the Board's commitment to diversity of experiences and perspectives among its members by establishing a policy to consider individuals with diverse backgrounds when evaluating new candidates for the Board. This change was implemented to ensure that any initial slate of candidates includes those with a diversity of race, gender, and ethnicity. Additionally, the Nominating and Corporate Governance Committee has established a goal of achieving 50% diversity among Board members.

We have also taken significant steps in recent years to maximize the effectiveness of our Board Governance.

Why Our Board Governance Is Effective

Robust Independence	Accountability and Alignment with Shareholders	Effective Oversight
Separate Board Chair and CEO Enumerated roles and responsibilities for the Board Chair ¹ All non-executive directors are independent ² and empowered to propose agenda items Independent directors meeting in executive sessions at each regular Board meeting Fully independent Audit, Compensation, and Nominating and Corporate Governance Committees Third-party review of compensation ³	Strong stock ownership guidelines -3x annual retainer for directors -6x base salary for CEO -3x base salary for our President, Chief Financial Officer, and Executive Vice Presidents Anti-hedging and pledging policies ⁴ Director retirement threshold at age 75 10b5-1 Plans ⁵ Commitment to diversity	Compliance Committee composed of three individuals who are independent of the Company and the Board Regular director education and compliance training including mandatory anti-sexual harassment and workplace compliance training conducted by Company's outside counsel Executive sessions of the Audit Committee with: -Independent Auditors -General Counsel -Chief Audit Executive -Chief Financial Officer -Global Chief Compliance Officer

[BACK TO TABLE OF CONTENTS](#)

¹The responsibilities for the Board Chair are disclosed in our Corporate Governance Guidelines available on our website. This Proxy Statement contains hyperlinks to information on our website. The information on our website is not incorporated by reference into this Proxy Statement.

²All of our non-executive Board members qualify as "independent" under NASDAQ listing rules. All members of the Audit and Compensation Committees satisfy the independence requirements under the Securities Exchange Act of 1934, as amended (the "Exchange Act").

³Our CEO's compensation is established and reviewed by the Compensation Committee, all of whose members are independent. The Compensation Committee engages an independent third party to evaluate the level of the compensation provided to our named executive officers ("NEOs"). This evaluation was last completed in 2019 by Radford as described in the "Compensation Discussion and Analysis".

⁴Pursuant to the Company's Trading Policy, our directors and executive officers are prohibited from engaging in speculative transactions in the Company's securities, such as trading in puts and calls, or selling securities short, and from all hedging and prospective pledging of Company securities as collateral for any loan, including holding securities in a margin account and obtaining a loan or other margin credit under such account, unless approved in advance by the Board.

⁵Our Trading Policy requires any executive who, at the time of the transaction owns more than \$15 million of Company stock, and all directors to enter into a 10b5-1 plan for transactions related to our securities.

Board Role in Risk Oversight

The Board's goals are to build value for the Company's shareholders and to promote the vitality and sustainability of the Company for our customers and employees, our communities, and our planet.

- ◆ The Board and its Committees, in consultation with management and the Company's independent auditors, regularly review the Company's risk including threats related to our people, our communities, and our planet. The Company addresses these risks through our ESG initiatives.
- ◆ The Board (as a whole and through its Committees) has reviewed and approved management's process for identifying, managing, and mitigating these risks. While the full Board has overall responsibility for risk oversight, the Board has assigned certain areas of risk oversight to its Committees as well as to the Company's Compliance Committee.
- ◆ Throughout the year, the Board, its Committees, and the Company's Compliance Committee receive reports from management that include information regarding major risks and exposures facing the Company and the steps management has taken to monitor and control such risks and exposures. In 2018, the Board also implemented a process to allow for direct communication of risks and issues from employees to the Board of Directors.
- ◆ In addition, throughout the year, the Board, its Committees, and the Company's Compliance Committee dedicate a portion of their meetings to review and discuss specific risk topics in greater detail.
- ◆ The Audit Committee is primarily responsible for the oversight of credit, related party, information security, construction, and general financial risks.

- ◆ The Company's Compliance Committee, comprised of individuals with extensive familiarity with law enforcement, regulated businesses, ethics, and gaming compliance who are not otherwise affiliated with the Company, oversees and promotes the Company's strict policy to conduct business at the highest levels of honesty and integrity. It primarily oversees risks relating to regulatory, security, workplace conduct, and political compliance.

Harassment Prevention Policy

We believe that all employees are entitled to work in a safe environment where they are treated with dignity and respect. The Company 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 federal, state, or local law or 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, or one of our hotlines if they believe those policies have been violated.

Anti-Money Laundering Policy

We adhere to the American Gaming Association's Best Practices for Anti-Money Laundering Compliance. We follow the Best Practices to promote and foster a culture of compliance, by allocating substantial employee time to AML compliance, which includes:

- ◆ Establishing a system of internal controls and policies and procedures to assure ongoing compliance with AML requirements.
- ◆ Ensuring independent testing of AML compliance, of a scope and frequency that matches the money laundering and terrorist financing risks present.
- ◆ Training casino personnel, as warranted for individual jobs, in the identification of unusual financial transactions or suspicious activities, in the recording and aggregation of currency transactions, and in all legal requirements and the casino's compliance policies and procedures.
- ◆ Designating an individual or individuals responsible for assuring day-to-day AML compliance at all venues.
- ◆ Providing adequate resources to compliance functions.



Reporting Indexes

About This Report

The Wynn Resorts 2019 Environmental, Social, and Governance (ESG) Report presents information focused primarily on data collected and activities that occurred during calendar year 2019, except where otherwise indicated. This report was published in June of 2020.

This report presents information that references selected Global Reporting Initiative (GRI) Standards and Sustainability Accounting Board Standards (SASB).

We expect to update this report annually.

Any questions or comments regarding this report can be directed to:

Erik Hansen

Chief Sustainability Officer

Wynn Resorts, Limited

CorporateSustainability@WynnResorts.com

GRI Disclosure Number	Disclosure Title	Disclosure Statement																																									
GRI 102-1	Name of the organization	Wynn Resorts, Limited (“Wynn Resorts,” or together with its subsidiaries, “we” or the “Company”)																																									
GRI 102-2	Activities, brands, products, and services	Wynn Resorts 10-K : Item 1 - Business, p. 3; Wynn Resorts website																																									
GRI 102-3	Location of headquarters	3131 Las Vegas Boulevard South, Las Vegas, Nevada, United States																																									
GRI 102-4	Location of operations	Wynn Resorts 2019 ESG Report: Property Descriptions, p. 11 ;																																									
GRI 102-5	Ownership and legal form	Wynn Resorts is a publicly traded company incorporated in the United States. Wynn Resorts Articles of Incorporation																																									
GRI 102-6	Markets served	Wynn Resorts 10-K : Item 1 - Business, p. 5;																																									
GRI 102-7	Scale of the organization	Wynn Resorts 10-K : Item 1 - Business (Employees), p. 15; Notes to Consolidated Financial Statements, p. 66; Consolidated Balance Sheets, p. 61; Note 19 - Segment Information, p. 106;																																									
GRI 102-8	Information on employees and other workers	<p>Wynn Resorts 2019 Employee Contracts</p> <table border="1"> <thead> <tr> <th rowspan="2">Employee Contract</th> <th colspan="2">Wynn North America</th> <th colspan="2">Wynn Macau Limited</th> <th colspan="2">Company Total</th> </tr> <tr> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Full-Time</td> <td>5,268</td> <td>6,335</td> <td>6,934</td> <td>6,809</td> <td>12,202</td> <td>13,144</td> </tr> <tr> <td>Part-Time</td> <td>2,264</td> <td>2,439</td> <td>0</td> <td>0</td> <td>2,264</td> <td>2,439</td> </tr> <tr> <td>Permanent</td> <td>7,408</td> <td>8,570</td> <td>6,934</td> <td>6,809</td> <td>14,342</td> <td>15,379</td> </tr> <tr> <td>Temporary</td> <td>124</td> <td>204</td> <td>0</td> <td>0</td> <td>124</td> <td>204</td> </tr> </tbody> </table>	Employee Contract	Wynn North America		Wynn Macau Limited		Company Total		Male	Female	Male	Female	Male	Female	Full-Time	5,268	6,335	6,934	6,809	12,202	13,144	Part-Time	2,264	2,439	0	0	2,264	2,439	Permanent	7,408	8,570	6,934	6,809	14,342	15,379	Temporary	124	204	0	0	124	204
Employee Contract	Wynn North America			Wynn Macau Limited		Company Total																																					
	Male	Female	Male	Female	Male	Female																																					
Full-Time	5,268	6,335	6,934	6,809	12,202	13,144																																					
Part-Time	2,264	2,439	0	0	2,264	2,439																																					
Permanent	7,408	8,570	6,934	6,809	14,342	15,379																																					
Temporary	124	204	0	0	124	204																																					
GRI 102-9	Supply chain	<p>Supply Chain Policy</p> <p>Wynn Resorts recognizes the vital contributions of Minority-owned and Women-owned Business Enterprises (MWBEs) to the economies of the nation, the state, and the community, as well as our Company. Our supplier diversity policy objectives are:</p> <ul style="list-style-type: none"> • Actively and routinely seek out qualified MWBEs that can provide high-quality commodities and services in a competitive market. • Encourage major suppliers to Wynn Resorts who are not MWBEs to support diversity in their operations. • Seek opportunities to support the development and competitiveness of MWBEs through instruction, mentoring, and other outreach activities. 																																									
GRI 102-10	Significant changes to the organization and its supply chain	Wynn Resorts 10-K : Item 1A - Risk Factors, p. 17;																																									
GRI 102-11	Precautionary Principle or approach	Wynn Resorts 10-K : Item 1A - Risk Factors, p. 17;																																									

GRI Disclosure Number	Disclosure Title	Disclosure Statement
GRI 102-12	External initiatives	U.S. Green Building Council - Leadership in Energy and Environmental Design (LEED) Green Building Initiative - Green Globes Certification American Gaming Association - Code of Conduct for Responsible Gaming CEO Action for Diversity & Inclusion
GRI 102-14	Statement from senior decision-maker	Wynn Resorts 2019 ESG Report: A Message from Matt Maddox, CEO, p. 4;
GRI 102-15	Key impacts, risks, and opportunities	Wynn Resorts 10-K : Item 1A - Risk Factors, p. 17; Wynn Resorts Proxy Statement : Board Role in Risk Oversight, p. 11; Wynn Resorts 2019 ESG Report: A Message from Matt Maddox, CEO, p. 4;
GRI 102-16	Values, principles, standards, and norms of behavior	Wynn Resorts Code of Business Conduct and Ethics
GRI 102-17	Mechanisms for advice and concerns about ethics	Wynn Resorts Proxy Statement : Board Communication and Engagement, p. 12; Wynn Resorts Code of Business Conduct and Ethics
GRI 102-18	Governance structure	Wynn Resorts Proxy Statement : Director Biographies and Board Committees, p. 3;
GRI 102-19	Delegating authority	Wynn Resorts Proxy Statement : Board Committees, p. 8;
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	Our Board of Directors directly supports our sustainability initiatives by prioritizing ESG goals to drive long-term corporate value. This past year, the Board committed to continuing its investment in each of these (environmental, social, governance) areas and adopted certain Sustainability Accounting Standards Board (“SASB”) metrics to measure our progress in meeting our ESG goals.
GRI 102-22	Composition of the highest governance body and its committees	Wynn Resorts Proxy Statement : Board Committees, p. 8;
GRI 102-23	Chair of the highest governance body	Wynn Resorts Proxy Statement : Board Biographies, p. 3;

GRI Disclosure Number	Disclosure Title	Disclosure Statement						
GRI 102-24	Nominating and selecting the highest governance body	Wynn Resorts Proxy Statement : Nominating and Corporate Governance Committee, p. 10;						
GRI 102-25	Conflicts of interest	Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts Proxy Statement : Nominating and Corporate Governance Committee, p. 10;						
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	Wynn Resorts Corporate Governance Guidelines						
GRI 102-28	Evaluating the highest governance body's performance	Wynn Resorts Proxy Statement : Nominating and Corporate Governance Committee, p. 10;						
GRI 102-29	Identifying and managing economic, environmental, and social impacts	Wynn Resorts Proxy Statement : Board Role in Risk Oversight, p. 11;						
GRI 102-30	Effectiveness of risk management processes	Wynn Resorts Proxy Statement : Nominating and Corporate Governance Committee, p. 10;						
GRI 102-31	Review of economic, environmental, and social topics	Wynn Resorts Proxy Statement : Nominating and Corporate Governance Committee, p. 10;						
GRI 102-32	Highest governance body's role in sustainability reporting	Wynn Resorts 2019 ESG Report has been reviewed by Wynn Resorts' CEO.						
GRI 102-33	Communicating critical concerns	Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts Proxy Statement : Board Communication and Engagement, p. 12;						
GRI 102-35	Remuneration policies	Wynn Resorts Proxy Statement : Compensation Discussion and Analysis, p. 33; Wynn Resorts 10-K : Item 11 - Executive Compensation, p. 112;						
GRI 102-36	Process for determining remuneration	Wynn Resorts Proxy Statement : Compensation Committee, p. 8; How We Approach Executive Compensation, p. 35;						
GRI 102-41	Collective bargaining agreements	Percentage of Wynn Resorts Employees in Collective Bargaining Agreements <table border="1" data-bbox="732 1682 1341 1797"> <tbody> <tr> <td>Wynn North America</td> <td>34%</td> </tr> <tr> <td>Wynn Macau Limited</td> <td>0%</td> </tr> <tr> <td>Company Total</td> <td>18%</td> </tr> </tbody> </table>	Wynn North America	34%	Wynn Macau Limited	0%	Company Total	18%
Wynn North America	34%							
Wynn Macau Limited	0%							
Company Total	18%							

[BACK TO TABLE OF CONTENTS](#)

GRI Disclosure Number	Disclosure Title	Disclosure Statement
GRI 102-42	Identifying and selecting stakeholders	Wynn Resorts Proxy Statement : Board Communication and Engagement, p. 12;
GRI 102-45	Entities included in the consolidated financial statements	Wynn Resorts 10-K : Note 2 - Basis of Presentation and Significant Accounting Policies, p. 67; Exhibit 21.1 - Subsidiaries of Wynn Resorts, Limited, p. 282;
GRI 102-50	Reporting period	The Wynn Resorts 2019 ESG Report presents information focused primarily on activities spanning the 2019 calendar year, except where otherwise indicated.
GRI 102-51	Date of most recent report	The 2018 ESG Report was published in August 2019.
GRI 102-52	Reporting cycle	Wynn Resorts follows an annual reporting cycle.
GRI 102-53	Contact point for questions regarding the report	Erik Hansen, Chief Sustainability Officer
GRI 102-54	Claims of reporting in accordance with the GRI Standards	The 2019 ESG Report has been prepared in accordance with the GRI Standards: GRI Referenced.
GRI 102-55	GRI content index	Wynn Resorts 2019 ESG Report: GRI Index, p. 65 ;
GRI 201-1	Direct economic value generated and distributed	Wynn Resorts 10-K : Item 8 - Financial Statements and Supplementary Data, p. 57;
GRI 201-3	Defined benefit plan obligations and other retirement plans	Wynn Resorts 10-K : Note 10 - Benefit Plans, p. 89;
GRI 203-1	Infrastructure investments and services supported	Wynn Resorts 2019 ESG Report: Transformative Impact, p.29 ; Corporate Community Message, p.28 ; Life Returns to the Mystic River Shoreline, p.49 ;

GRI Disclosure Number	Disclosure Title	Disclosure Statement
GRI 205-2	Communication and training about anti-corruption policies and procedures	<p>Wynn Resorts Code of Business Conduct and Ethics.</p> <p>We are committed to operating in accordance with the highest ethical standards. Our commitment to conducting business ethically starts with our Board and our Independent Compliance Committee, who oversee and promote compliance with our Code of Business Conduct and Ethics, our Compliance Plan, and our Anti-Corruption Policy.</p> <p>Our Anti-Corruption Policy, which applies to Wynn Resorts and all our affiliates and subsidiaries, 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 Chief Global Compliance Officer. The Chief Global Compliance Officer, who reports to the independent Compliance Committee, is responsible for the Company's compliance with the Anti-Corruption Policy.</p> <p>As part of our commitment to ethics, we require all Senior Leadership, Board Members, and Executives to receive biannual training on our anti-corruption policies. Additionally, all new employees are required to acknowledge understanding the Company's Code of Business Conduct and Ethics.</p> <p>Our Code of Business Conduct and Ethics provides that political contributions (either directly or through our political action committee) may only be made with the review and approval of our Global Chief Compliance Officer. Proposed political contributions are subject to an internal control process, designed to confirm compliance with all applicable laws, including contribution limits, and to confirm that all political contributions are to promote our business interests. The Company's Government Affairs Department provides a quarterly report to the Compliance Officer summarizing all political contributions made by the Company in the prior quarter. For more information, please see our Political Contributions Policy.</p>
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<p>Wynn Resorts 10-K: Note 17 - Commitments and Contingencies, p. 102;</p>

GRI Disclosure Number	Disclosure Title	Disclosure Statement																																																																																																		
GRI 302-1	Energy consumption within the organization	<p>Wynn Resorts 2019 ESG Report: Wynn North America Environmental Data, p.56;</p> <p>Wynn Las Vegas Power Consumption by Energy Type</p> <table border="1"> <thead> <tr> <th>Wynn Las Vegas</th> <th colspan="2">Non-Renewable Energy</th> <th colspan="2">Renewable Energy</th> <th colspan="2">WLV 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>2015</td> <td>195,944</td> <td>705,400</td> <td></td> <td></td> <td>195,944</td> <td>705,400</td> </tr> <tr> <td>2016</td> <td>191,815</td> <td>690,534</td> <td></td> <td></td> <td>191,815</td> <td>690,534</td> </tr> <tr> <td>2017</td> <td>181,086</td> <td>651,912</td> <td></td> <td></td> <td>181,086</td> <td>651,912</td> </tr> <tr> <td>2018</td> <td>155,918</td> <td>561,305</td> <td>21,189</td> <td>76,281</td> <td>177,107</td> <td>637,586</td> </tr> <tr> <td>2019</td> <td>148,728</td> <td>535,423</td> <td>28,554</td> <td>102,795</td> <td>177,283</td> <td>638,218</td> </tr> </tbody> </table> <p>Wynn Macau Limited Power Consumption by Property</p> <table border="1"> <thead> <tr> <th>Wynn Macau Limited</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>2015</td> <td>135,017</td> <td>486,060</td> <td></td> <td></td> <td>135,017</td> <td>486,060</td> </tr> <tr> <td>2016</td> <td>128,994</td> <td>464,379</td> <td>56,107</td> <td>201,984</td> <td>185,101</td> <td>666,363</td> </tr> <tr> <td>2017</td> <td>117,063</td> <td>421,429</td> <td>167,025</td> <td>601,292</td> <td>284,089</td> <td>1,022,720</td> </tr> <tr> <td>2018</td> <td>115,188</td> <td>414,677</td> <td>163,634</td> <td>589,082</td> <td>278,822</td> <td>1,003,759</td> </tr> <tr> <td>2019</td> <td>112,095</td> <td>403,542</td> <td>158,063</td> <td>569,028</td> <td>270,158</td> <td>972,570</td> </tr> </tbody> </table>	Wynn Las Vegas	Non-Renewable Energy		Renewable Energy		WLV Total Consumed		Year	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	2015	195,944	705,400			195,944	705,400	2016	191,815	690,534			191,815	690,534	2017	181,086	651,912			181,086	651,912	2018	155,918	561,305	21,189	76,281	177,107	637,586	2019	148,728	535,423	28,554	102,795	177,283	638,218	Wynn Macau Limited	Wynn Macau		Wynn Palace		WML Total Consumed		Year	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	2015	135,017	486,060			135,017	486,060	2016	128,994	464,379	56,107	201,984	185,101	666,363	2017	117,063	421,429	167,025	601,292	284,089	1,022,720	2018	115,188	414,677	163,634	589,082	278,822	1,003,759	2019	112,095	403,542	158,063	569,028	270,158	972,570
		Wynn Las Vegas	Non-Renewable Energy		Renewable Energy		WLV Total Consumed																																																																																													
Year	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)																																																																																														
2015	195,944	705,400			195,944	705,400																																																																																														
2016	191,815	690,534			191,815	690,534																																																																																														
2017	181,086	651,912			181,086	651,912																																																																																														
2018	155,918	561,305	21,189	76,281	177,107	637,586																																																																																														
2019	148,728	535,423	28,554	102,795	177,283	638,218																																																																																														
Wynn Macau Limited	Wynn Macau		Wynn Palace		WML Total Consumed																																																																																															
Year	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)																																																																																														
2015	135,017	486,060			135,017	486,060																																																																																														
2016	128,994	464,379	56,107	201,984	185,101	666,363																																																																																														
2017	117,063	421,429	167,025	601,292	284,089	1,022,720																																																																																														
2018	115,188	414,677	163,634	589,082	278,822	1,003,759																																																																																														
2019	112,095	403,542	158,063	569,028	270,158	972,570																																																																																														
GRI 302-3	Energy intensity	<p>Wynn Resorts 2019 ESG Report: Wynn North America Environmental Data p.56;</p> <p>Wynn Resorts Energy Use Intensity</p> <table border="1"> <thead> <tr> <th></th> <th>Wynn Las Vegas</th> <th>Wynn Macau</th> <th>Wynn Palace</th> </tr> </thead> <tbody> <tr> <td>Year</td> <td colspan="3">EUI Ratio (kBtu/SqFt)</td> </tr> <tr> <td>2015</td> <td>152</td> <td>215</td> <td>0</td> </tr> <tr> <td>2016</td> <td>147</td> <td>206</td> <td>141</td> </tr> <tr> <td>2017</td> <td>144</td> <td>187</td> <td>143</td> </tr> <tr> <td>2018</td> <td>143</td> <td>182</td> <td>142</td> </tr> <tr> <td>2019</td> <td>140</td> <td>175</td> <td>138</td> </tr> </tbody> </table>		Wynn Las Vegas	Wynn Macau	Wynn Palace	Year	EUI Ratio (kBtu/SqFt)			2015	152	215	0	2016	147	206	141	2017	144	187	143	2018	143	182	142	2019	140	175	138																																																																						
	Wynn Las Vegas	Wynn Macau	Wynn Palace																																																																																																	
Year	EUI Ratio (kBtu/SqFt)																																																																																																			
2015	152	215	0																																																																																																	
2016	147	206	141																																																																																																	
2017	144	187	143																																																																																																	
2018	143	182	142																																																																																																	
2019	140	175	138																																																																																																	

GRI Disclosure Number	Disclosure Title	Disclosure Statement																														
GRI 303-5	Water consumption	<p>Wynn Resorts 2019 ESG Report: Wynn North America Environmental Data, p.56;</p> <p>Wynn Resorts Water Consumption (Gallons x 1,000)</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Wynn Las Vegas</th> <th>Wynn Macau & Wynn Palace</th> <th>Company Total</th> <th>Water Consumption in Areas of Stress</th> </tr> </thead> <tbody> <tr> <td>2015</td> <td>526,930</td> <td>290,720</td> <td>817,650</td> <td>0</td> </tr> <tr> <td>2016</td> <td>532,005</td> <td>407,123</td> <td>939,128</td> <td>0</td> </tr> <tr> <td>2017</td> <td>508,295</td> <td>609,815</td> <td>1,118,110</td> <td>0</td> </tr> <tr> <td>2018</td> <td>564,320</td> <td>664,290</td> <td>1,228,610</td> <td>0</td> </tr> <tr> <td>2019</td> <td>520,525</td> <td>652,896</td> <td>1,173,413</td> <td>0</td> </tr> </tbody> </table> <p>Wynn Resorts 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 for water use intensity. At all our resorts, we take steps to utilize technology that uses water more efficiently. We collect soil moisture measurements daily with a digital moisture meter, which feeds into a smart meteorological system that disperses water based on precipitation, temperature, and other specific weather conditions. Evaporation and runoff are also minimized through our precise drip irrigation systems.</p> <p>The availability of water as a resource varies among the regions of our resort operations. We assess water risk using the World Resource Institute Water Stress Map. In regions where an increased level of risk is identified, we prioritize specialized measures to responsibly allocate our water use by investing in water-smart facility machinery, integrating weather monitoring, expanding water recycling opportunities, and reducing external water intake. More information on our programs is available in Life Returns to the Mystic Shoreline, p. 49 and Cultivating a Green Resort, p. 54.</p> <p>Wynn Resorts Regional Water Risk Assessment 2019: Macau: Low - Medium (10-20%) Boston/Everett: Medium - High (20-40%) Las Vegas: Low (<10%) <i>Source: World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas</i></p>	Year	Wynn Las Vegas	Wynn Macau & Wynn Palace	Company Total	Water Consumption in Areas of Stress	2015	526,930	290,720	817,650	0	2016	532,005	407,123	939,128	0	2017	508,295	609,815	1,118,110	0	2018	564,320	664,290	1,228,610	0	2019	520,525	652,896	1,173,413	0
Year	Wynn Las Vegas	Wynn Macau & Wynn Palace	Company Total	Water Consumption in Areas of Stress																												
2015	526,930	290,720	817,650	0																												
2016	532,005	407,123	939,128	0																												
2017	508,295	609,815	1,118,110	0																												
2018	564,320	664,290	1,228,610	0																												
2019	520,525	652,896	1,173,413	0																												

GRI Disclosure Number	Disclosure Title	Disclosure Statement																				
GRI 305-1	Direct (Scope 1) GHG emissions	<p>Wynn Resorts 2019 ESG Report: Wynn North America Environmental Data, p. 56; 2019 Wynn Resorts Emissions</p> <table border="1"> <thead> <tr> <th>Property</th> <th>Scope 1 Emissions (metric tons)</th> <th>Scope 2 Emissions (metric tons)</th> <th>Combined Emissions (metric tons)</th> </tr> </thead> <tbody> <tr> <td>Wynn Las Vegas</td> <td>193,213</td> <td>105,151</td> <td>298,364</td> </tr> <tr> <td>Wynn Macau</td> <td>5,741</td> <td>98,980</td> <td>104,721</td> </tr> <tr> <td>Wynn Palace</td> <td>9,084</td> <td>139,570</td> <td>148,654</td> </tr> <tr> <td>Company Total</td> <td>208,038</td> <td>343,701</td> <td>551,739</td> </tr> </tbody> </table> <p>We use the Environmental Protection Agency's 2014 Emission Factors for Greenhouse Gas Inventories. The calculation methodology uses 100-year GWP from the Intergovernmental Panel on Climate Change's Fourth Assessment Report.</p> <p>Wynn Resorts uses the Environmental Protection Agency's definition of Scope 1 Emissions: Direct emissions from sources owned or controlled by the Agency.</p>	Property	Scope 1 Emissions (metric tons)	Scope 2 Emissions (metric tons)	Combined Emissions (metric tons)	Wynn Las Vegas	193,213	105,151	298,364	Wynn Macau	5,741	98,980	104,721	Wynn Palace	9,084	139,570	148,654	Company Total	208,038	343,701	551,739
Property	Scope 1 Emissions (metric tons)	Scope 2 Emissions (metric tons)	Combined Emissions (metric tons)																			
Wynn Las Vegas	193,213	105,151	298,364																			
Wynn Macau	5,741	98,980	104,721																			
Wynn Palace	9,084	139,570	148,654																			
Company Total	208,038	343,701	551,739																			
GRI 305-2	Direct (Scope 2) GHG emissions	<p>Wynn Resorts 2019 ESG Report: Wynn North America Environmental Data, p. 56; 2019 Wynn Resorts Emissions</p> <table border="1"> <thead> <tr> <th>Property</th> <th>Scope 1 Emissions (metric tons)</th> <th>Scope 2 Emissions (metric tons)</th> <th>Combined Emissions (metric tons)</th> </tr> </thead> <tbody> <tr> <td>Wynn Las Vegas</td> <td>193,213</td> <td>105,151</td> <td>298,364</td> </tr> <tr> <td>Wynn Macau</td> <td>5,741</td> <td>98,980</td> <td>104,721</td> </tr> <tr> <td>Wynn Palace</td> <td>9,084</td> <td>139,570</td> <td>148,654</td> </tr> <tr> <td>Company Total</td> <td>208,038</td> <td>343,701</td> <td>551,739</td> </tr> </tbody> </table> <p>We use the Environmental Protection Agency's 2014 Emission Factors for Greenhouse Gas Inventories. The calculation methodology uses 100-year GWP from the Intergovernmental Panel on Climate Change's Fourth Assessment Report.</p> <p>Wynn Resorts uses the Environmental Protection Agency's definition of Scope 2 Emissions: Emissions that result from the generation of electricity, heat, or steam purchased by the Agency from a Utility provider.</p>	Property	Scope 1 Emissions (metric tons)	Scope 2 Emissions (metric tons)	Combined Emissions (metric tons)	Wynn Las Vegas	193,213	105,151	298,364	Wynn Macau	5,741	98,980	104,721	Wynn Palace	9,084	139,570	148,654	Company Total	208,038	343,701	551,739
Property	Scope 1 Emissions (metric tons)	Scope 2 Emissions (metric tons)	Combined Emissions (metric tons)																			
Wynn Las Vegas	193,213	105,151	298,364																			
Wynn Macau	5,741	98,980	104,721																			
Wynn Palace	9,084	139,570	148,654																			
Company Total	208,038	343,701	551,739																			

GRI Disclosure Number	Disclosure Title	Disclosure Statement																										
GRI 306-2	Waste by type and disposal method	<p>Wynn Resorts 2019 ESG Report: Wynn North America Environmental Data, p.56; Wynn Las Vegas 2019 Waste Diversion</p> <table border="1"> <thead> <tr> <th>Waste Type</th> <th>Tonnage Produced in 2019</th> </tr> </thead> <tbody> <tr> <td>Recycled</td> <td>5,752</td> </tr> <tr> <td>Composted</td> <td>1,390</td> </tr> <tr> <td>Recovered</td> <td>211</td> </tr> <tr> <td>Total tonnage diverted from landfill</td> <td>7,353</td> </tr> </tbody> </table> <p>Soap Recycled at Wynn Resorts</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Wynn North America (lbs)</th> <th>Wynn Macau Limited (lbs)</th> <th>Company Total (lbs)</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>14,748</td> <td>16,617</td> <td>31,365</td> </tr> <tr> <td>2018</td> <td>11,086</td> <td>19,640</td> <td>30,726</td> </tr> <tr> <td>2019</td> <td>9,890</td> <td>24,812</td> <td>34,702</td> </tr> </tbody> </table>	Waste Type	Tonnage Produced in 2019	Recycled	5,752	Composted	1,390	Recovered	211	Total tonnage diverted from landfill	7,353	Year	Wynn North America (lbs)	Wynn Macau Limited (lbs)	Company Total (lbs)	2017	14,748	16,617	31,365	2018	11,086	19,640	30,726	2019	9,890	24,812	34,702
Waste Type	Tonnage Produced in 2019																											
Recycled	5,752																											
Composted	1,390																											
Recovered	211																											
Total tonnage diverted from landfill	7,353																											
Year	Wynn North America (lbs)	Wynn Macau Limited (lbs)	Company Total (lbs)																									
2017	14,748	16,617	31,365																									
2018	11,086	19,640	30,726																									
2019	9,890	24,812	34,702																									
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Wynn Resorts Proxy Statement: Employee Benefits, p. 20;</p>																										
GRI 403-9	Work-related injuries	<p>Wynn Las Vegas OSHA Employee Injury</p> <table border="1"> <thead> <tr> <th>Work-Related Injury</th> <th>2017</th> <th>2018</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Recordable injuries not resulting in restrictions or lost time</td> <td>230</td> <td>187</td> <td>117</td> </tr> <tr> <td>Recordable injuries resulting in restricted work or transfer to another job</td> <td>179</td> <td>199</td> <td>127</td> </tr> <tr> <td>Recordable injuries resulting in lost time</td> <td>81</td> <td>79</td> <td>72</td> </tr> <tr> <td>Total OSHA Recordable Injuries</td> <td>490</td> <td>465</td> <td>316</td> </tr> </tbody> </table>	Work-Related Injury	2017	2018	2019	Recordable injuries not resulting in restrictions or lost time	230	187	117	Recordable injuries resulting in restricted work or transfer to another job	179	199	127	Recordable injuries resulting in lost time	81	79	72	Total OSHA Recordable Injuries	490	465	316						
Work-Related Injury	2017	2018	2019																									
Recordable injuries not resulting in restrictions or lost time	230	187	117																									
Recordable injuries resulting in restricted work or transfer to another job	179	199	127																									
Recordable injuries resulting in lost time	81	79	72																									
Total OSHA Recordable Injuries	490	465	316																									

[BACK TO TABLE OF CONTENTS](#)

GRI Disclosure Number	Disclosure Title	Disclosure Statement
GRI 404-1	Average hours of training per year per employee	Wynn Resorts gave over 15,000 hours of leadership training to domestic employees in 2019.
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Wynn Resorts 2019 ESG Report: Investing in Leadership, p. 23 ;

GRI Disclosure Number	Disclosure Title	Disclosure Statement																									
GRI 405-1	Diversity of governance bodies and employees	Wynn Resorts 2019 ESG Report: Wynn North America Workforce, p. 13 ;																									
		Wynn Resorts Gender at Levels of Leadership																									
		<table border="1"> <thead> <tr> <th>Tiers</th> <th>Gender Breakdown</th> <th>Wynn North America</th> <th>Wynn Macau Limited</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Leadership</td> <td>Male</td> <td>66%</td> <td>65%</td> </tr> <tr> <td>Female</td> <td>34%</td> <td>35%</td> </tr> <tr> <td rowspan="2">Manager</td> <td>Male</td> <td>56%</td> <td>57%</td> </tr> <tr> <td>Female</td> <td>44%</td> <td>43%</td> </tr> <tr> <td rowspan="2">Line Level</td> <td>Male</td> <td>53%</td> <td>50%</td> </tr> <tr> <td>Female</td> <td>47%</td> <td>50%</td> </tr> </tbody> </table>	Tiers	Gender Breakdown	Wynn North America	Wynn Macau Limited	Leadership	Male	66%	65%	Female	34%	35%	Manager	Male	56%	57%	Female	44%	43%	Line Level	Male	53%	50%	Female	47%	50%
		Tiers	Gender Breakdown	Wynn North America	Wynn Macau Limited																						
		Leadership	Male	66%	65%																						
			Female	34%	35%																						
		Manager	Male	56%	57%																						
			Female	44%	43%																						
		Line Level	Male	53%	50%																						
			Female	47%	50%																						
Wynn Resorts Employee Age Distribution																											
<table border="1"> <thead> <tr> <th>Age</th> <th>Wynn North America</th> <th>Wynn Macau Limited</th> </tr> </thead> <tbody> <tr> <td>Under 30</td> <td>19%</td> <td>21%</td> </tr> <tr> <td>30-50</td> <td>52%</td> <td>59%</td> </tr> <tr> <td>Over 50</td> <td>29%</td> <td>20%</td> </tr> </tbody> </table>	Age	Wynn North America	Wynn Macau Limited	Under 30	19%	21%	30-50	52%	59%	Over 50	29%	20%															
Age	Wynn North America	Wynn Macau Limited																									
Under 30	19%	21%																									
30-50	52%	59%																									
Over 50	29%	20%																									
Wynn North America Ethnic Diversity at Levels of Leadership																											
<table border="1"> <thead> <tr> <th>Tier</th> <th>Ethnicity</th> <th>Percentage of Employees in Tier</th> </tr> </thead> <tbody> <tr> <td rowspan="8">Leadership</td> <td>2+</td> <td>4.00%</td> </tr> <tr> <td>American Indian</td> <td>0.50%</td> </tr> <tr> <td>Asian</td> <td>15.00%</td> </tr> <tr> <td>Black</td> <td>3.50%</td> </tr> <tr> <td>Hawaiian</td> <td>0.50%</td> </tr> <tr> <td>Hispanic</td> <td>6.00%</td> </tr> <tr> <td>White</td> <td>70.00%</td> </tr> <tr> <td>Other/declined</td> <td>0.50%</td> </tr> </tbody> </table>	Tier	Ethnicity	Percentage of Employees in Tier	Leadership	2+	4.00%	American Indian	0.50%	Asian	15.00%	Black	3.50%	Hawaiian	0.50%	Hispanic	6.00%	White	70.00%	Other/declined	0.50%							
Tier	Ethnicity	Percentage of Employees in Tier																									
Leadership	2+	4.00%																									
	American Indian	0.50%																									
	Asian	15.00%																									
	Black	3.50%																									
	Hawaiian	0.50%																									
	Hispanic	6.00%																									
	White	70.00%																									
	Other/declined	0.50%																									
<table border="1"> <thead> <tr> <th>Tier</th> <th>Ethnicity</th> <th>Percentage of Employees in Tier</th> </tr> </thead> <tbody> <tr> <td rowspan="8">Manager</td> <td>2+</td> <td>4.00%</td> </tr> <tr> <td>American Indian</td> <td>0.50%</td> </tr> <tr> <td>Asian</td> <td>18.00%</td> </tr> <tr> <td>Black</td> <td>6.50%</td> </tr> <tr> <td>Hawaiian</td> <td>2.00%</td> </tr> <tr> <td>Hispanic</td> <td>19.00%</td> </tr> <tr> <td>White</td> <td>47.50%</td> </tr> <tr> <td>Other/declined</td> <td>2.50%</td> </tr> </tbody> </table>	Tier	Ethnicity	Percentage of Employees in Tier	Manager	2+	4.00%	American Indian	0.50%	Asian	18.00%	Black	6.50%	Hawaiian	2.00%	Hispanic	19.00%	White	47.50%	Other/declined	2.50%							
Tier	Ethnicity	Percentage of Employees in Tier																									
Manager	2+	4.00%																									
	American Indian	0.50%																									
	Asian	18.00%																									
	Black	6.50%																									
	Hawaiian	2.00%																									
	Hispanic	19.00%																									
	White	47.50%																									
	Other/declined	2.50%																									
<table border="1"> <thead> <tr> <th>Tier</th> <th>Ethnicity</th> <th>Percentage of Employees in Tier</th> </tr> </thead> <tbody> <tr> <td rowspan="8">Line Level</td> <td>2+</td> <td>4.00%</td> </tr> <tr> <td>American Indian</td> <td>0.50%</td> </tr> <tr> <td>Asian</td> <td>20.00%</td> </tr> <tr> <td>Black</td> <td>9.50%</td> </tr> <tr> <td>Hawaiian</td> <td>1.50%</td> </tr> <tr> <td>Hispanic</td> <td>32.50%</td> </tr> <tr> <td>White</td> <td>27.00%</td> </tr> <tr> <td>Other/declined</td> <td>5.00%</td> </tr> </tbody> </table>	Tier	Ethnicity	Percentage of Employees in Tier	Line Level	2+	4.00%	American Indian	0.50%	Asian	20.00%	Black	9.50%	Hawaiian	1.50%	Hispanic	32.50%	White	27.00%	Other/declined	5.00%							
Tier	Ethnicity	Percentage of Employees in Tier																									
Line Level	2+	4.00%																									
	American Indian	0.50%																									
	Asian	20.00%																									
	Black	9.50%																									
	Hawaiian	1.50%																									
	Hispanic	32.50%																									
	White	27.00%																									
	Other/declined	5.00%																									

[BACK TO TABLE OF CONTENTS](#)

GRI Disclosure Number	Disclosure Title	Disclosure Statement
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Wynn Resorts 2019 ESG Report: Human Trafficking Prevention Policy, p. 25 ;
GRI 415-1	Political Contributions	Please see GRI Disclosure 205-2 (Communication and training about anticorruption policies and procedures)
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>Information is one of our most valuable Company assets, and protecting it from misuse, loss, or theft is a high priority at Wynn Resorts. We are committed to preserving the confidentiality, integrity, and availability of all forms of information used by the Company and maintained on behalf of employees, investors, business partners, customers, and government agencies. Our intent is to protect information across all its forms, including electronic data, paper documents, and the spoken word.</p> <p>Wynn Resorts' Security Program is a robust set of controls and safeguards to offset possible threats that could result in compromise, reputational damage, or financial loss. We established this program to protect the information related to our operations, employees, guests, and business partners. To date, there have been zero substantiated complaints of breaches resulting from a compromise of customer privacy or data.</p>

Sustainability Accounting Standards Board Index

SASB Consolidated Standards

Topic	Disclosure Title	Disclosure Statement																																																		
Energy Management	Total Energy Consumed	<p>Wynn Las Vegas Power Consumption by Energy Type</p> <table border="1"> <thead> <tr> <th colspan="2">Wynn Las Vegas</th> <th colspan="2">Non-Renewable Energy</th> <th colspan="2">Renewable Energy</th> <th colspan="2">WLV 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>2015</td> <td>195,944</td> <td>705,400</td> <td></td> <td></td> <td>195,944</td> <td>705,400</td> </tr> <tr> <td>2016</td> <td>191,815</td> <td>690,534</td> <td></td> <td></td> <td>191,815</td> <td>690,534</td> </tr> <tr> <td>2017</td> <td>181,086</td> <td>651,912</td> <td></td> <td></td> <td>181,086</td> <td>651,912</td> </tr> <tr> <td>2018</td> <td>155,918</td> <td>561,305</td> <td>21,189</td> <td>76,281</td> <td>177,107</td> <td>637,586</td> </tr> <tr> <td>2019</td> <td>148,728</td> <td>535,423</td> <td>28,554</td> <td>102,795</td> <td>177,283</td> <td>638,218</td> </tr> </tbody> </table>	Wynn Las Vegas		Non-Renewable Energy		Renewable Energy		WLV Total Consumed		Year	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	2015	195,944	705,400			195,944	705,400	2016	191,815	690,534			191,815	690,534	2017	181,086	651,912			181,086	651,912	2018	155,918	561,305	21,189	76,281	177,107	637,586	2019	148,728	535,423	28,554	102,795	177,283	638,218
		Wynn Las Vegas		Non-Renewable Energy		Renewable Energy		WLV Total Consumed																																												
	Year	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)																																													
2015	195,944	705,400			195,944	705,400																																														
2016	191,815	690,534			191,815	690,534																																														
2017	181,086	651,912			181,086	651,912																																														
2018	155,918	561,305	21,189	76,281	177,107	637,586																																														
2019	148,728	535,423	28,554	102,795	177,283	638,218																																														
<p>Wynn Macau Limited Power Consumption by Property</p> <table border="1"> <thead> <tr> <th colspan="2">Wynn Macau Limited</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>2015</td> <td>135,017</td> <td>486,060</td> <td></td> <td></td> <td>135,017</td> <td>486,060</td> </tr> <tr> <td>2016</td> <td>128,994</td> <td>464,379</td> <td>56,107</td> <td>201,984</td> <td>185,101</td> <td>666,363</td> </tr> <tr> <td>2017</td> <td>117,063</td> <td>421,429</td> <td>167,025</td> <td>601,292</td> <td>284,089</td> <td>1,022,720</td> </tr> <tr> <td>2018</td> <td>115,188</td> <td>414,677</td> <td>163,634</td> <td>589,082</td> <td>278,822</td> <td>1,003,759</td> </tr> <tr> <td>2019</td> <td>112,095</td> <td>403,542</td> <td>158,063</td> <td>569,028</td> <td>270,158</td> <td>972,570</td> </tr> </tbody> </table>	Wynn Macau Limited		Wynn Macau		Wynn Palace		WML Total Consumed		Year	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	2015	135,017	486,060			135,017	486,060	2016	128,994	464,379	56,107	201,984	185,101	666,363	2017	117,063	421,429	167,025	601,292	284,089	1,022,720	2018	115,188	414,677	163,634	589,082	278,822	1,003,759	2019	112,095	403,542	158,063	569,028	270,158	972,570		
Wynn Macau Limited		Wynn Macau		Wynn Palace		WML Total Consumed																																														
Year	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)																																														
2015	135,017	486,060			135,017	486,060																																														
2016	128,994	464,379	56,107	201,984	185,101	666,363																																														
2017	117,063	421,429	167,025	601,292	284,089	1,022,720																																														
2018	115,188	414,677	163,634	589,082	278,822	1,003,759																																														
2019	112,095	403,542	158,063	569,028	270,158	972,570																																														
Percentage Grid Electricity	Wynn Las Vegas Grid Electricity	<table border="1"> <thead> <tr> <th>Year</th> <th>Percentage of Total Electricity from the Grid</th> </tr> </thead> <tbody> <tr> <td>2015</td> <td>100%</td> </tr> <tr> <td>2016</td> <td>100%</td> </tr> <tr> <td>2017</td> <td>100%</td> </tr> <tr> <td>2018</td> <td>88%</td> </tr> <tr> <td>2019</td> <td>84%</td> </tr> </tbody> </table>	Year	Percentage of Total Electricity from the Grid	2015	100%	2016	100%	2017	100%	2018	88%	2019	84%																																						
Year	Percentage of Total Electricity from the Grid																																																			
2015	100%																																																			
2016	100%																																																			
2017	100%																																																			
2018	88%																																																			
2019	84%																																																			
Percentage Renewable	16% of annual energy consumed in 2019 at Wynn Las Vegas was from renewable sources.																																																			

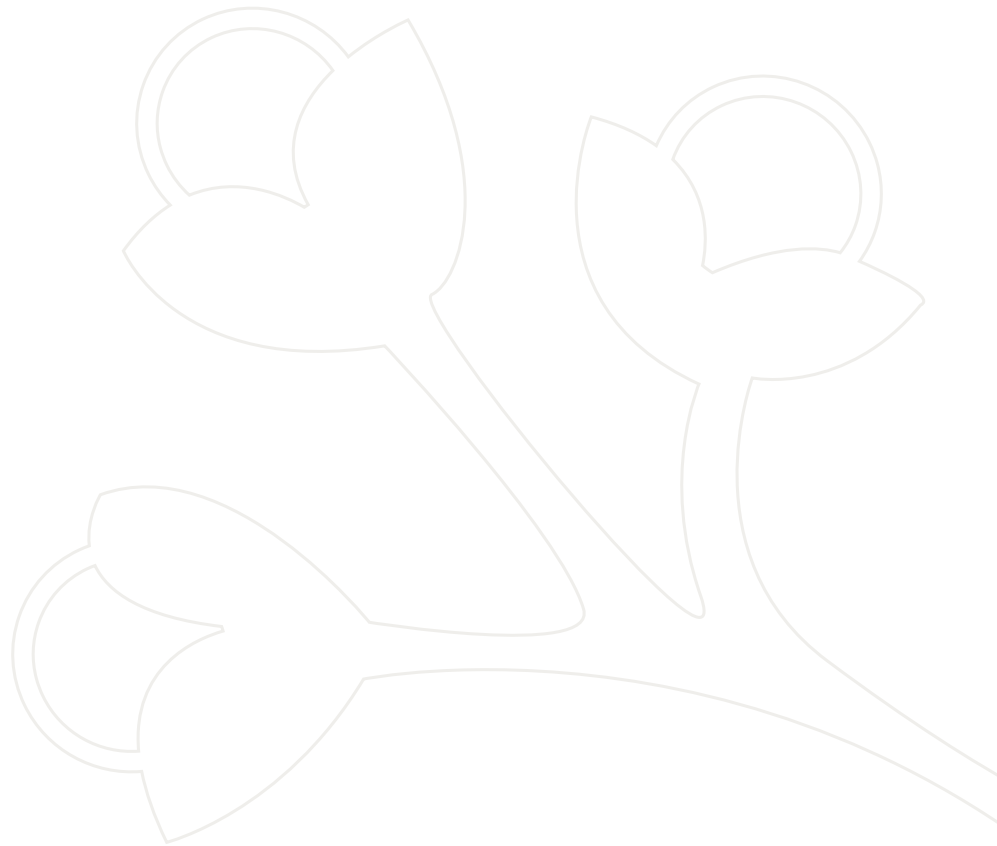
Topic	Disclosure Title	Disclosure Statement									
Labor Practices	Voluntary Turnover Rate for All Employees	Wynn Resorts Turnover Rates <table border="1"> <thead> <tr> <th></th> <th>Wynn North America</th> <th>Wynn Macau Limited</th> </tr> </thead> <tbody> <tr> <td>Voluntary Turnover Rate</td> <td>17%</td> <td>10%</td> </tr> <tr> <td>Involuntary Turnover Rate</td> <td>9%</td> <td>2%</td> </tr> </tbody> </table>		Wynn North America	Wynn Macau Limited	Voluntary Turnover Rate	17%	10%	Involuntary Turnover Rate	9%	2%
			Wynn North America	Wynn Macau Limited							
	Voluntary Turnover Rate	17%	10%								
	Involuntary Turnover Rate	9%	2%								
Involuntary Turnover Rate for All Employees											
Average Hourly Wage, by Region	The average hourly wage for Wynn Employees in North America was \$32.02 in 2019.										
	Percentage of Hotel Employees Earning Above Minimum Wage in 2019	<table border="1"> <thead> <tr> <th>Region</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Wynn North America</td> <td>100%</td> </tr> <tr> <td>Wynn Macau Limited</td> <td>100%</td> </tr> </tbody> </table>	Region	Percentage	Wynn North America	100%	Wynn Macau Limited	100%			
Region	Percentage										
Wynn North America	100%										
Wynn Macau Limited	100%										
	Description of Policies and Programs to Prevent Worker Harassment	Wynn Resorts 2019 ESG Report: Harassment Prevention Policy, p. 63 ; We believe that all employees are entitled to work in a safe environment where they are treated with dignity and respect. The Company 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 federal, state, or local law or 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, or one of our hotlines if they believe those policies have been violated.									

Topic	Disclosure Title	Disclosure Statement																														
Water Management	Total Water Consumed, Percentage in Regions with High or Extremely High Baseline Water Stress	<p>Wynn Resorts Water Consumption (Gallons x 1,000)</p> <table border="1" data-bbox="670 359 1409 600"> <thead> <tr> <th>Year</th> <th>Wynn Las Vegas</th> <th>Wynn Macau & Wynn Palace</th> <th>Company Total</th> <th>Water Consumption in Areas of Stress</th> </tr> </thead> <tbody> <tr> <td>2015</td> <td>526,930</td> <td>290,720</td> <td>817,650</td> <td>0</td> </tr> <tr> <td>2016</td> <td>532,005</td> <td>407,123</td> <td>939,128</td> <td>0</td> </tr> <tr> <td>2017</td> <td>508,295</td> <td>609,815</td> <td>1,118,110</td> <td>0</td> </tr> <tr> <td>2018</td> <td>564,320</td> <td>664,290</td> <td>1,228,610</td> <td>0</td> </tr> <tr> <td>2019</td> <td>520,525</td> <td>652,896</td> <td>1,173,413</td> <td>0</td> </tr> </tbody> </table> <p>Wynn Resorts 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 for water use intensity. At all our resorts, we take steps to utilize technology that uses water more efficiently. We collect soil moisture measurements daily with a digital moisture meter, which feeds into a smart meteorological system that disperses water based on precipitation, temperature, and other specific weather conditions. Evaporation and runoff are also minimized through our precise drip irrigation systems.</p> <p>The availability of water as a resource varies among the regions of our resort operations. We assess water risk using the World Resource Institute Water Stress Map. In regions where an increased level of risk is identified, we prioritize specialized measures to responsibly allocate our water use by investing in water-smart facility machinery, integrating weather monitoring, expanding water recycling opportunities, and reducing external water intake. More information on our programs is available in Life Returns to the Mystic Shoreline, p. 49 and Cultivating a Green Resort, p. 54.</p> <p>Wynn Resorts Regional Water Risk Assessment 2019: Macau: Low - Medium (10-20%) Boston/Everett: Medium - High (20-40%) Las Vegas: Low (<10%) Source: <i>World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas</i></p>	Year	Wynn Las Vegas	Wynn Macau & Wynn Palace	Company Total	Water Consumption in Areas of Stress	2015	526,930	290,720	817,650	0	2016	532,005	407,123	939,128	0	2017	508,295	609,815	1,118,110	0	2018	564,320	664,290	1,228,610	0	2019	520,525	652,896	1,173,413	0
Year	Wynn Las Vegas	Wynn Macau & Wynn Palace	Company Total	Water Consumption in Areas of Stress																												
2015	526,930	290,720	817,650	0																												
2016	532,005	407,123	939,128	0																												
2017	508,295	609,815	1,118,110	0																												
2018	564,320	664,290	1,228,610	0																												
2019	520,525	652,896	1,173,413	0																												

SASB Casino and Gaming Standards

Topic	Disclosure Title	Disclosure Statement							
Responsible Gaming	Percentage of Gaming Facilities that Implement the Responsible Gambling Index	100% of Wynn Resorts, Limited properties adhere to the AGA's Code of Conduct for Responsible Gaming. We pledge to make responsible gaming an integral part of our daily operations.							
	Percentage of Online Gaming Operations that Implement the National Council on Problem Gambling (NCPG) Internet Responsible Gambling Standards	<p>You may request at any time to be removed from any promotional mailings and for revocation of casino-specific privileges such as access to markers, player card privileges, and on-site check cashing. We reserve the right to exclude a patron from gaming without a request from a patron.</p> <p>We provide current education to new employees on responsible gaming and provide periodic refresher training.</p> <p>We make information available to all patrons explaining the probabilities of winning or losing at the various games offered by our casinos.</p> <p>We advertise responsibly by including a responsible gaming message and/or a toll-free help line number in advertising messaging where practical. We place media where most of the audience is reasonably expected to be above the legal age to participate in gaming activity. We do not feature collegiate athletes or persons designed to appeal to those under the age of 21. More information can be found here.</p>							
Smoke-Free Casinos	Percentage of Gaming Floor Where Smoking Is Allowed	56% of Wynn North America gaming areas were smoke-free in 2019.							
	Percentage of Gaming Staff Who Work in Areas Where Smoking Is Allowed	<p>Wynn North America 2019 Employees in Smoke-Friendly Gaming Areas</p> <table border="1"> <thead> <tr> <th>Property</th> <th>Percentage of Gaming Employees Working in Smoke-Friendly Areas</th> </tr> </thead> <tbody> <tr> <td>Wynn Las Vegas</td> <td>74%</td> </tr> <tr> <td>Encore Boston Harbor</td> <td>0%</td> </tr> <tr> <td>Wynn North America Total</td> <td>58%</td> </tr> </tbody> </table>	Property	Percentage of Gaming Employees Working in Smoke-Friendly Areas	Wynn Las Vegas	74%	Encore Boston Harbor	0%	Wynn North America Total
Property	Percentage of Gaming Employees Working in Smoke-Friendly Areas								
Wynn Las Vegas	74%								
Encore Boston Harbor	0%								
Wynn North America Total	58%								

Topic	Disclosure Title	Disclosure Statement
Internal Controls on Money Laundering	Description of Anti-Money Laundering Policies & Practices	<p>Wynn Resorts 2019 ESG Report: Anti-Money Laundering Policy, p. 63;</p> <p>We adhere to the American Gaming Association's Best Practices for Anti-Money Laundering Compliance. We follow the Best Practices to promote and foster a culture of compliance, by allocating substantial employee time to AML compliance, which includes:</p> <ul style="list-style-type: none"> • Establishing a system of internal controls and policies and procedures to assure ongoing compliance with AML requirements. • Ensuring independent testing of AML compliance, of a scope and frequency that matches the money laundering and terrorist financing risks present. • Training casino personnel, as warranted for individual jobs, in the identification of unusual financial transactions or suspicious activities, in the recording and aggregation of currency transactions, and all legal requirements and the casino's compliance policies and procedures. • Designating an individual or individuals responsible for assuring day-to-day AML compliance at all venues. • Providing adequate resources to compliance functions.



SASB Hotel and Lodging Standards

Topic	Disclosure Title	Disclosure Statement
	Number of Lodging Facilities Located in or Near Areas of Protected Conservation Status or Endangered Species Habitat	No Wynn Resorts properties are located in the following protected sites in 2019: - UNESCO Biospheres - Natura 2000 areas - Ramsar sites According to World Database of Protected Areas (WDPA): Wynn and Encore Las Vegas: Not located on protected land. Encore Boston Harbor: Not located on protected land. Wynn Macau: Not located on protected land. Wynn Palace: Not located on protected land. Source: Protected Planet's World Database of Protected Areas (WDPA)
Ecological Impacts	Description of Environmental Management Policies and Practices to Preserve Ecosystem Services	<p>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 in all we do, including managing the environmental elements of our operations. Whether it's integrating clean and renewable energy resources, creating drought-tolerant landscapes, reducing single-use plastics, increasing waste diversion rates, or developing Zero Carbon, Zero Waste event services, our core principle of "caring about everyone and everything" is always at the forefront of our business decisions.</p> <p>Encore Boston Harbor is located in the watershed area along the banks of the Mystic River. The resort was built and is managed with environmental health as a top priority. The land and riverbed were fully remediated, removing harmful chemical toxins that dampened biological life. When building the coastal edge to the resort, we built a living shoreline of plants and organic material that would reestablish a habitat for river wildlife. These successful programs have brought more herring to the Mystic River than have been seen in decades.</p> <p>At Encore Boston Harbor we continue to preserve the ecosystem that was rebuilt along the river. Our employees volunteer with the Mystic River Watershed Association's water chestnut and shoreline cleanup events. These events support and rejuvenate healthy levels of oxygen for aquatic life in the Mystic River, as well as bring life back to the river's trails and shorelines. Our outdoor landscaping is meticulously managed to avoid excess water runoff, ensuring that excess nutrients do not contribute to algae blooms in the Mystic River.</p> <p>For more information on our ongoing initiatives at Encore Boston Harbor to promote coastal ecosystem resiliency along the Mystic River, see our story on page 49.</p>

Topic	Disclosure Title	Disclosure Statement
Climate Change Adaption	Number of Lodging Facilities Located in 100-year Flood Zones	<p>Using the Federal Emergency Management Agency (FEMA) Flood Insurance Rate Map, we identified Encore Boston Harbor resort as located in a Special Flood Hazard Area (SFHA).</p> <p>For more information on how our Encore Boston Harbor resort was built to withstand 100-year flood levels, see page 52.</p> <p>Wynn and Encore Las Vegas: No Flood Risk (<i>Zone X: area of minimal flood hazard, outside the SFHA and higher than the elevation of the 0.2% annual-chance flood</i>)</p> <p>Encore Boston Harbor: Flood Risk (<i>Zone AE: The Special Flood Hazard Area where base flood elevations are provided</i>)</p> <p><i>Source: U.S. National Flood Insurance Program</i></p>