

Wynn Macau, Limited 2019 Sustainability Report



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

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SHARE YOUR FEEDBACK

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

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Welcome

A message from Linda Chen

As we review the progress we have made in our sustainability vision over the past year, we are mindful of the transformational challenges for our business that we seek to address through our actions. Some are known, while others, like the COVID-19 pandemic, are unforeseeable.

But even as we continue to grapple with the resulting changes that are reshaping the environment in which we operate, I am proud to say that our efforts over the past year have continued to show our strength, our resilience and our capacity to have a positive impact when we come together. Focus has been drawn to what truly matters, revealing the truth in our mindset of “Care about Everyone and Everything”.

As ever, Wynn’s ability to thrive has been rooted in our people. Our maxim has been to empower employees, investing in their skills through comprehensive talent development programs so they can achieve their goals and drive our business forward. As a result, we have built a strong framework that spans recruitment, training and retention to help ensure the future of our industry, while embedding our core behaviors in ways of working across the organization. Nowhere is the impact of this clearer than in the growth of our local talent. The journeys of our staff, many of whom have been with Wynn Macau since it first opened its doors in 2006, vividly illustrate the career success that we seek to nurture.

Looking outwards, Wynn is committed to playing an active part in the local community, ensuring Macau’s sustainable development and recognizing our social responsibilities. The manifold efforts within our Wynn Care program, supported by over 15,000 hours of service from our WE Volunteer team, have made meaningful contributions to diverse groups, including local children and youth, the elderly and the handicapped, as well as education and charitable initiatives.

We have also continued to look at the long-term impact we have on our planet. We have made further progress in managing our environmental footprint by reducing emissions, conserving water, promoting energy efficiency and minimizing waste. Beyond that, over the past year we have adopted new technologies that have made a tangible impact, including expanding our electric bus fleet, implementing innovative food waste management systems in our dining operations and unveiling Macau’s first Nordaq water bottling plant in an integrated resort.

Over the years, our business and the whole of Macau have faced unprecedented tests with tenacity and determination. As we look ahead, we remain confident in the knowledge that Wynn and our community will continue to work together so Macau can seize opportunities and thrive for years to come.



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

2019 Highlights

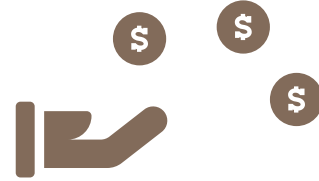
Empowering Employees



WE EMPLOY
13,500+
team members at Wynn



NEARLY
32.7%
of our original Wynn Macau team members from 2006 still
WORKED WITH US IN 2019



TO SHARE IN OUR SUCCESS,
100% OF OUR EMPLOYEES
ARE AWARDED WITH
OUR HONG KONG LISTED SHARES



168,000+
TRAINING HOURS
PROVIDED



MORE THAN
22,000
HOURS OF
Management Skills Training provided



7,580
training hours provided to
CAREER ADVANCEMENT
PROGRAM GRADUATES

Fortifying Vibrant Communities



DONATIONS AND
SPONSORSHIPS OF
HK \$140.4M
given to community groups
and charities
AN INCREASE OF 38%
FROM 2018

4,519
VOLUNTEER
PARTICIPANTS



15,000
HOURS OF
VOLUNTEER ACTIVITY



EXPANDED OUR REACH TO THE
GREATER BAY AREA ORGANIZING
156 EVENTS IN TOTAL

Our Planet



4
CONSECUTIVE YEARS
of reducing our energy usage intensity



MORE THAN
1,000,000
KILOMETERS
driven by 28 electric buses



33
METRIC TONS OF
SOAP RECYCLED
through Clean the World
since 2014



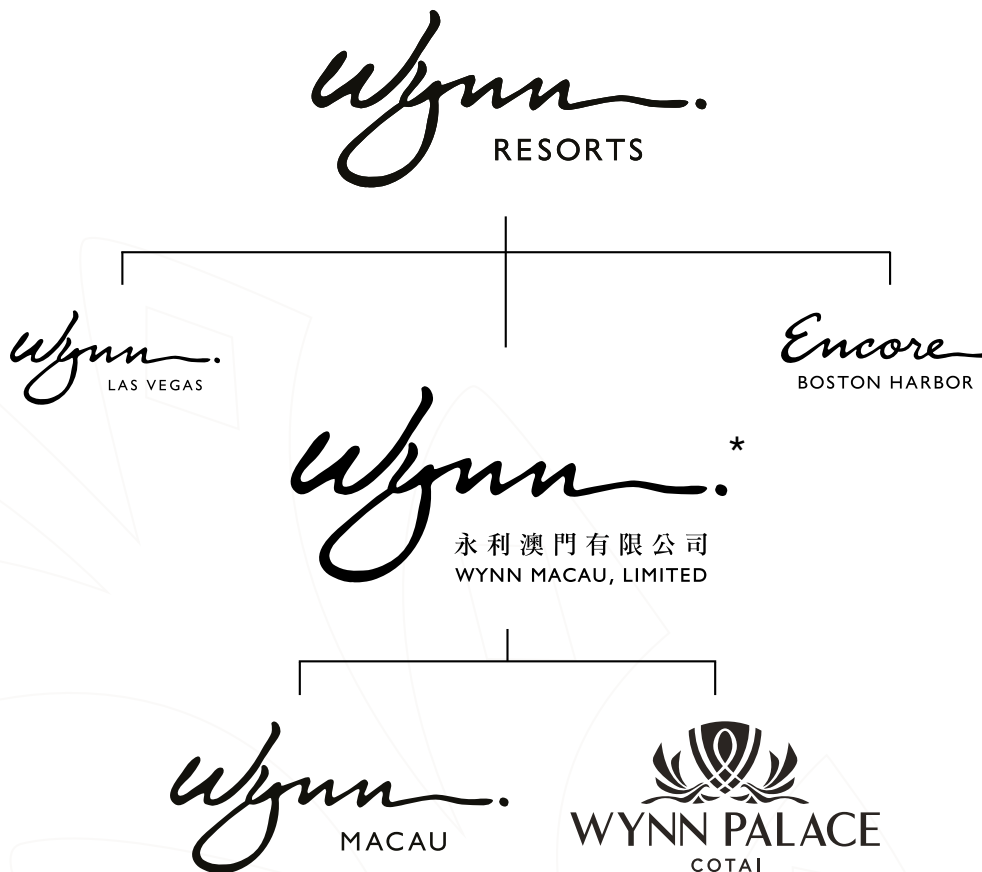
NORDAQ
WATER PLANT
will save
8 million
plastic bottles per year

Welcome to Wynn Macau, Limited

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

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

Wynn Resorts is the highest rated resort company in the world, holding 22 Forbes Travel Guide (FTG) Five-Star awards across our global portfolio. Beyond Wynn Resorts highly rated resorts in Las Vegas and Boston, our luxury properties Wynn Macau and Wynn Palace hold claim to 15 Forbes Five-Star awards combined making us the most decorated integrated resort brand in Asia.



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

Core Values

A strong system of values and beliefs is at the heart of what it means to work at Wynn. Wynn thrives in the luxury hospitality industry in thanks to our employees, who practice our revered values at every level within the Company. As the industry continues to adopt new standards of service, it's critical to evolve and adapt our Company values to reflect that trajectory and honor the legacy of Wynn. Our values drive how Wynn performs, executes, and thrives.

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 is good, make it outstanding.
If it is outstanding, make it spectacular.

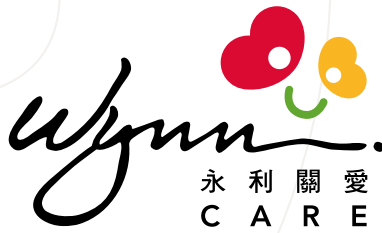
ARTISTRY

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 to our guests, our employees, and our community.

Our values reflect the attitude and behaviors of every employee at Wynn. Investing in these values unifies our team members under a common mission. These values ensure a thriving business environment and guest experience, keeping Wynn at the forefront of the industry.



Wynn Care was created by our Board of Directors (Board) in 2018 to promote positive social impact within our local community and the Greater Bay Area. Since the inception of Wynn Care we have worked to stimulate constructive community initiatives with the goal of encouraging progress in the areas of youth development, education, resources for the handicapped and the elderly, as well as business development of small and medium-sized enterprises (SMEs), and environmental sustainability. Wynn Care is what unites our core values with our social responsibility and allows us to partner with our community for the betterment of all. We are proud of the accomplishments of Wynn Care and of the many Wynn employees who have donated their time, and we look forward to a prosperous and exciting future.



VISION

Wynn Care advocates for positive social impact and pursues programs that will benefit the local community and the Greater Bay Area. We will continue to be a source for positive charitable giving as well as providing opportunities for economic development, and environmental sustainability.



Bringing a wealth of community development experience from Macau and the Greater Bay Area, our Community and Government Relations (CGR) team oversees Wynn Care activities across Macau. They achieve this by directing Wynn Care programs and initiatives across eight directions.

EIGHT DIRECTIONS



Learn more about Wynn Care and our programs in the **Our Community** section of this report.

Goldleaf

SUSTAINABILITY PROGRAM

Wynn's success does not come from remaining stagnant. Progress is part of our nature, and our commitment to sustainability is testament to the evolution of our Company. Our approach to sustainability is built on the 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 Macau, Limited

Our resorts attract both a wide range of domestic and international guests. Gaming customers traveling to Macau typically come from nearby destinations in Asia, and the majority of our gaming revenues come from customers from mainland China. Aiming to exceed guest expectations, our integrated resorts are conceptualized, designed, built, and operated in resort destination markets to service all guests with an emphasis on providing premium customer service.



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 59,000 square feet of retail space, a rotunda show, and recreation and leisure facilities. It is the only resort in the world with eight individual Forbes Five-Star awards achieving the honor for the fourth consecutive year.



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 Palace earned seven individual Forbes Five-Star awards including all five of our exquisite fine dining restaurants.



Sustainability
at Wynn

Commitment

Wynn is dedicated to excellence. As a premium operator, we understand that providing the ultimate luxury experience is contingent upon integrating sustainability into our business objectives, strategies, and operations.

Living Our Principles

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

Key Policies Informing our Sustainability Principles include:

-  Code of Business Conduct and Ethics
-  Code of Personal Conduct
-  Human Capital Development
-  Information Security Governance
-  Anti-Corruption
-  Responsible Gaming
-  Equal Opportunity and Non-Discrimination
-  Occupational Health & Safety
-  Preventing Harassment and Discrimination
-  Anti-Money Laundering



Our Code of Business Conduct and Ethics

Wynn is committed to ensuring that our workplace community is defined by honesty, integrity, and excellence. To earn and sustain the respect of our guests, colleagues, regulators, and the investment community, we believe we must exemplify a true commitment to compliance in all that we do. That means complying with applicable laws and regulations, as well as with the highest standards of integrity and ethical business conduct. As it is a material topic, and to safeguard the reputation and continued success of Wynn, all employees, officers, directors, and agents of Wynn and its affiliates must comply with our Code of Business Conduct and Ethics, which was updated in November 2019 and approved by our Board. Everyone on our team is required to review the code carefully and make sure that they understand its contents, the consequences of non-compliance, and the code's importance to the success of the Company.

If anyone on the team or otherwise knows of or suspects a violation of applicable laws, rules or regulations, the code, or the Company's related policies, they can immediately report that information to the Compliance Officer, the Employee Relations Department, the Senior Vice President of Human Resources, the General Counsel, their particular regional divisional Vice President, or via "The Wire" our internal platform. They may make a report confidentially and anonymously through the "The Wire", and all reports of potential misconduct will be treated confidentially to the extent possible. No team member is subject to retaliation or adverse employment action because of a good faith report of suspected misconduct or for assisting in any investigation of suspected misconduct.

In addition, an integrity hotline and dedicated email are hosted by an independent third party to facilitate the anonymous reporting of any suspected illegal, criminal, or inappropriate activity.

When it comes to our labor practices, we strictly prohibit any child or forced labor and comply with all applicable local laws and regulations such as the "Labor Relations Law" of Macau. As one of our sustainability principles, our Human Resources and Corporate Investigation teams are vigilant in ensuring operations comply with all labor laws and regulations through established processes and control check points.

Sustainability Governance

Our Board, assisted and advised by the board committees and executive management, oversees our approach to sustainability and environmental, social, and governance (ESG) reporting. The sustainability committee, comprised of representatives from different departments and disciplines, advises and assists executive management to develop policies, implement processes, and monitor strategies that promote sustainable development. The Board and the audit and risk committee meet quarterly and review the overall effectiveness of our risk management processes, including ESG.

In 2018, we set up a formal Sustainability Department with a dedicated team, led by the Vice President of Sustainability, who reports to the Chief Financial Officer. Our Sustainability Team oversees the day-to-day management and implementation of our socially and environmentally focused programs and initiatives. With the creation of this new department, we have seen an increase in recognition of the importance of sustainability among the Wynn team. Our internal green team members and appointed green champions also report to the sustainability committee and take on the responsibility of implementing sustainability activities within their departments. Learn more about the activities of the green teams in the **Our Planet** section.

To learn more about our corporate governance and the overall governance structure of the organization, see our [2019 Annual Report](#).

Anti-Money Laundering

We have an extensive policy covering anti-money laundering and financing of terrorism, which covers topics such as compliance with laws, rules and regulations, avoiding conflicts of interest, employment of immediate family members and relatives, as well as anti-corruption and anti-bribery. These policies give a set of guiding principles that employees must adopt. The Wynn anti-money laundering committee functions independently and ensures all relevant Wynn operational divisions adhere to these policies and act in compliance with Macau law and in accordance with our company-wide culture of compliance.

Training our Team

There were no cases of bribery or corruption reported in 2019, nor were there any legal cases regarding corrupt practices brought against the Company or its employees during the reporting period. We attribute this to our implementation of anti-corruption and anti-bribery policies including ongoing training, as well as adherence to our **Code of Business Conduct and Ethics**, and attention to compliance. We believe it is vital to ensure that we maintain our own high standards of business ethics and corporate governance.

All Wynn employees are required to take part in selected training, and for certain positions additional training is mandatory. On their very first day of joining the Company, all employees receive training on a variety of topics including responsible gaming and anti-money laundering. In addition, all employees are required to regularly complete learning programs in both anti-money laundering and responsible gaming. To prevent and detect suspicious financial activity, we test all staff prior to commencing employment and annually thereafter. We also perform internal audits on a regular basis.

All management receives training provided by an external law firm at least once a year covering a range of topics including:

- Anti-harassment
- Anti-discrimination
- Anti-corruption
 - The Foreign Corrupt Practices Act (FCPA)
 - Anti-corruption in Macau, Hong Kong, and China
 - Wynn's anti-corruption policy

Our dedicated Learning and Advancement Department internally administers our highly tailored learning programs. All table games employees, marketing employees, cage cashiers, and supervisors are required to complete the training on anti-money laundering once per year. All table games and slots employees are required to complete the training on responsible gaming twice per year.

Stakeholder Engagement and Material ESG Topics

At Wynn, we understand the importance of continuous, active and two-way engagement with our stakeholders. The participation of stakeholders is integral to developing and achieving an accountable and strategic approach to sustainability. Externally, we engage with our stakeholders about potential topics they feel necessary to disclose. Key stakeholders shaping our assessment of material ESG topics are employees, guests, investors, and representatives from the local Macau community as well as the government.

For 2019, our material ESG topics include:



EMPLOYEE RELATIONS



HEALTH AND SAFETY



GOVERNANCE



FOOD QUALITY AND SAFETY



CLIMATE CHANGE/
EMISSIONS



ANTI-CORRUPTION



COMMUNITY AND
GUESTS RELATIONS



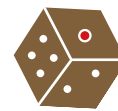
SOURCING
RESPONSIBLY



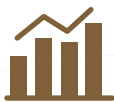
ENERGY USAGE



WATER USAGE



RESPONSIBLE
GAMING



SOCIO-ECONOMIC
IMPACT



WASTE
AND
RECYCLING



ETHICS

To learn more about our material ESG topics and stakeholder engagement, see the **Reporting Practices and Materiality** section of this report.

The background is a solid teal color. On the left side, there are several white line-art illustrations of leaves, some with small circles inside. On the right side, there is a large white line-art illustration of a flower with five petals. The text "Our People" is centered in the middle-right area of the page.

Our People

Empowering Employees

We could have never become an award winning, world-class company without the support and dedication of our employees. We truly believe that investing in our people and creating an inclusive working environment where everyone has the opportunity to attain their goals is the only path to success. We emphasize employee development from within and are constantly cultivating a corporate culture of support through numerous positive reinforcement channels such as Wynn Stories and our Star and Diamond award programs.



13,500+
GAINFULLY
EMPLOYED



50.3%/49.7%
MALE/FEMALE
RATIO



11.7%
TURNOVER RATE
decreased from 14.6% in 2018



168,000+
TRAINING HOURS
PROVIDED



100%
CAREER ADVANCEMENT
PROGRAM GRADUATION RATE
and all participants have achieved
successful job placement in new roles
within the Company



**ANTI-CORRUPTION
TRAINING**
and policies were communicated to
100%*
of employees

* excludes employees on long-term leave

Our Core Behaviors

At Wynn, we have created an engaging workplace that offers meaningful jobs, shaped by our committed workforce and bound by our company wide core behaviors to:

CARE ABOUT EVERYONE AND EVERYTHING	CREATE UNFORGETTABLE EXPERIENCES	TREAT EVERYONE WITH DIGNITY AND RESPECT
ALWAYS STRIVE TO BE BETTER	TAKE PERSONAL RESPONSIBILITY FOR EVERY DETAIL	APPROACH EVERYTHING WE DO AS IF IT'S A WORK OF ART



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

We seek to recruit and promote the most competent, reliable, and suitable candidates for every role. Our recruitment and promotion practices follow the Macau government's priorities where by law, resident workers shall have precedence over non-resident workers, both in regard to the hiring, as well as keeping an employment position.

We respect and adhere to all applicable employment and labor related laws and regulations in Macau, including the Labour Relations Law and the Law for the Employment of Non-resident Workers. In addition, our suite of employee benefits exceeds local regulatory requirements.

Keeping our Talent

Wynn is a culture-driven company that understands employees are our most valuable assets. Every day, we rely on a healthy and productive workforce of more than 13,500 to deliver the “Wynn” experience. We understand the risks associated with labor management including workflow disruptions due to potential labor unrest and reduced levels of productivity.



During the year, 822 employees earned promotions. By promoting from within, we create trust which enhances our culture. We also had 602 internal transfers. We are dedicated to allocating our employees to where they are able to reach their full potential.



Local and Inclusive

Macau is a global tourist destination with approximately 40 million visitors in 2019, but it has a finite local workforce. The tourism and leisure industry in Macau is highly competitive so it is important that Wynn works hard to attract and retain the best of Macau’s local talent.

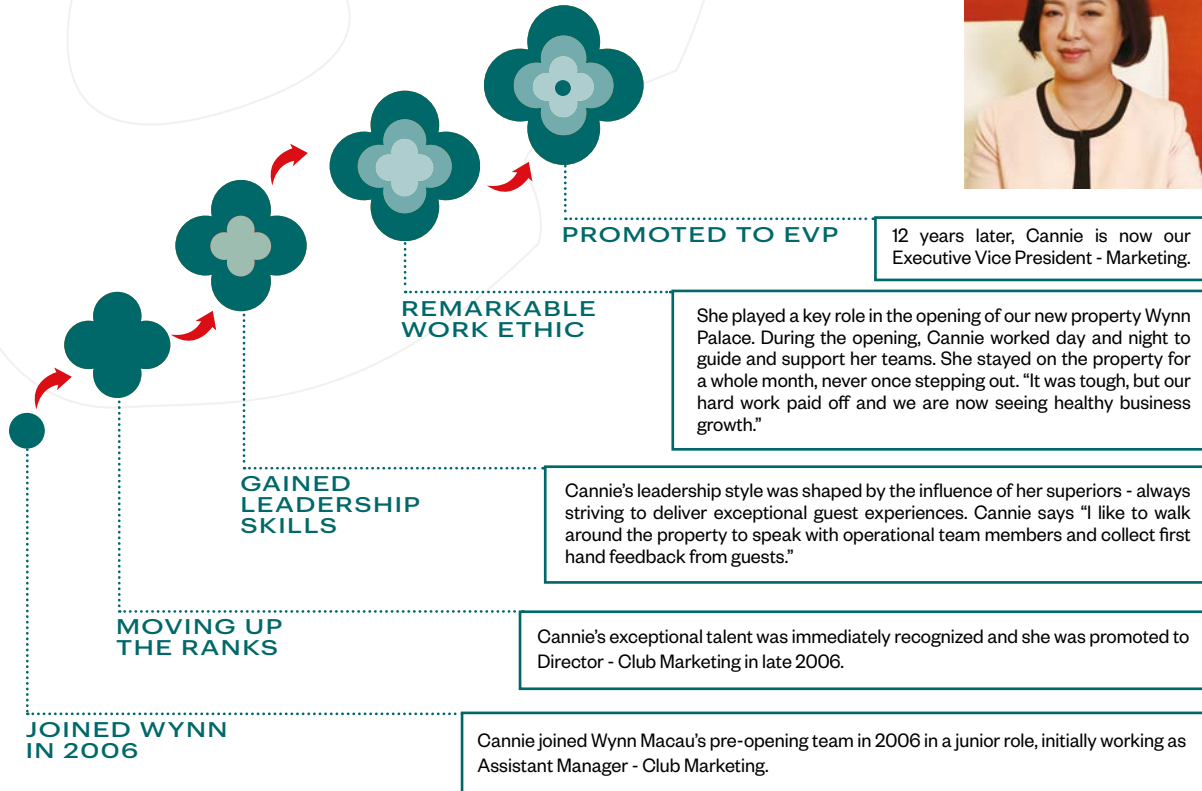
Our aim is to create a culture of inclusion so that people from all backgrounds can join our workforce, reach their potential, and feel valued for being themselves. By creating an inclusive culture, we set our business up for sustained success through attracting and keeping great people. This is evident in our workforce which boasts strong local representation but also includes 34 other nationalities.

Our preference is to promote from within before expanding our search outside. This lends itself to fostering a workplace culture in which strong bonds are formed between individuals with a keen awareness of our business and customer needs. We do this by having fair employment policies and practices and by offering a best in class compensation package for our team members. In 2018, we strengthened our family-friendly policies for all eligible team members by increasing maternity and paternity paid leave to 10-week and 1-week, respectively.

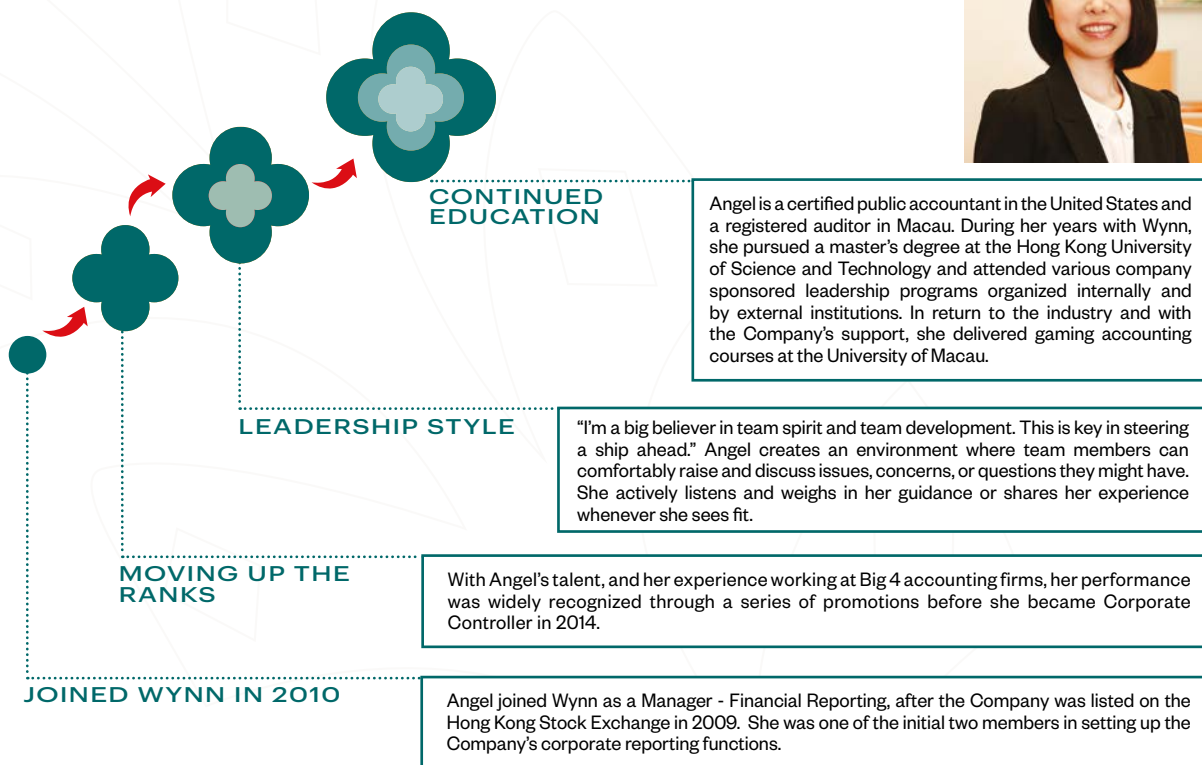
We have also continuously enhanced our local hiring efforts by offering specific vocational and professional skills training programs with a defined learning structure and career progression framework, targeting local high school and university graduates. Graduates can gain placement on programs ranging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

Journey to Success - Macau Locals

CANNIE LAM, EXECUTIVE VICE PRESIDENT - MARKETING

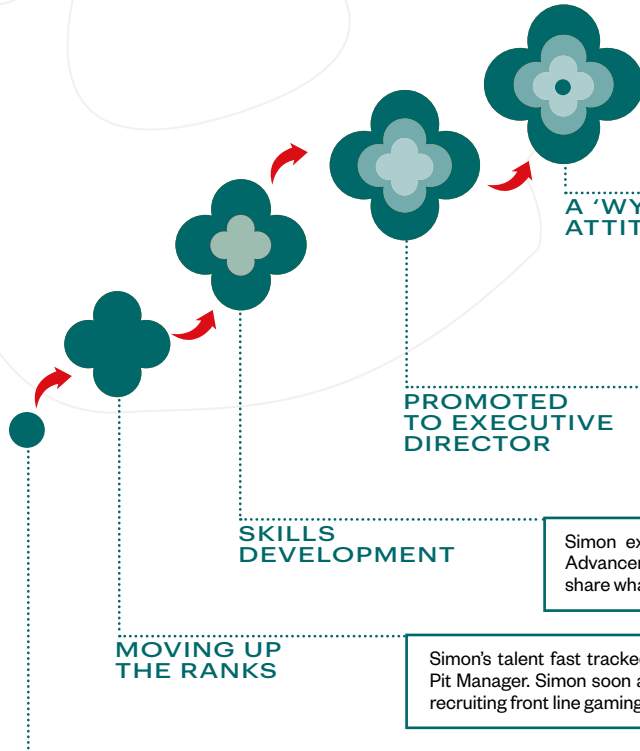


ANGEL VONG, VICE PRESIDENT - FINANCE



Journey to Success - Macau Locals

SIMON LEI - EXECUTIVE DIRECTOR, CASINO OPERATIONS



A 'WYNN'ING ATTITUDE

Simon has the perfect mindset for his demanding position. "I'm a proactive and outgoing person and I'm constantly offering suggestions and comments to my superiors regarding improvements for operational issues. We have created an excellent working atmosphere for all of us in Gaming."

PROMOTED TO EXECUTIVE DIRECTOR

In May of 2019, Simon was promoted to Executive Director - Casino Operations. During his 12 years with the Company, he has been promoted five times and is now a key member of management in gaming operations.

SKILLS DEVELOPMENT

Simon expanded his knowledge and skills by participating in Learning & Advancement courses such as leadership and service enrichment. He loves to share what he has learned with his fellow team members.

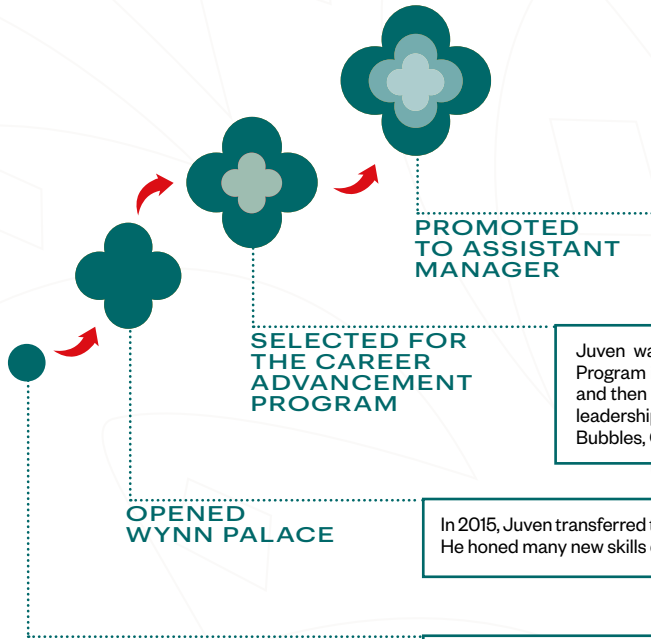
MOVING UP THE RANKS

Simon's talent fast tracked his success and within six months of joining he was promoted to Pit Manager. Simon soon assumed the role of training leader and he was also put in charge of recruiting front line gaming staff.

JOINED WYNN IN 2006

Simon joined as a Supervisor - Table Games, Main Floor and is one of our original Wynn Macau team members.

JUVEN HO - ASSISTANT MANAGER, POOL SERVICES



PROMOTED TO ASSISTANT MANAGER

After completing the Career Advancement Program, Juven was appointed as Assistant Manager - Pool Services.

SELECTED FOR THE CAREER ADVANCEMENT PROGRAM

Juven was selected to become an associate in the Career Advancement Program in 2017. As part of the program, he accelerated through "Boot Camp" and then "Immersion" training, gaining valuable comprehensive skills as well as leadership abilities. His training program included postings in Kitchen, Buns & Bubbles, Café Esplanada, Hanami Ramen, In-Room Dining and Mizumi.

OPENED WYNN PALACE

In 2015, Juven transferred to Wynn Palace to be part of the Wynn Design and Development team. He honed many new skills during the process of helping set up the gaming operations.

JOINED WYNN IN 2006

Juven began as a Dealer - Table Games.

Developing Wynn Talent

Leadership development is key to success in the fast-growing Macau market and Wynn is committed to upskilling local labor. We provide opportunities for both horizontal and vertical movement within our Company to ensure Wynn employees have the freedom to fulfill their career goals with us.

We provide career development, personal performance, and leadership courses throughout the year at no cost to our employees. From taking part in these professional advancement and training options, Wynn leaders are equipped with essential core and leadership skills that help them navigate the myriad of challenges that come with operating a five-star resort.



Taking Care of Our Team

We have worked hard over the years to develop a reputation about our corporate culture demonstrating that by becoming a Wynn team member, one becomes part of a family where mutual respect, care, and appreciation are at the core of everyday life. The results of our efforts speak for themselves, and 1,675 employees who were with us on opening day at Wynn Macau are still on our team today after more than 13 years. In addition, we have 3,157 employees that have been working with us for 10 years, representing 23% of our total current employees. Further, we have 5,788 team members that have reached their 5-year anniversary, accounting for approximately 42% of our total current employees. By investing in our employees to help them reach their career goals, we hope they continue to view Wynn as more than just an employer of choice and choose to stay with us for years to come.

When it comes to our corporate benefits plan, Wynn contributes 5% to the employee provident fund plans, and at year end 2019, we had 90% employee participation.

Health and Safety

As both a material ESG topic and one of our sustainability principles, we do everything we can to maintain a safe and healthy working environment for all our employees. Our Occupational Health and Safety policy outlines the Company's goal to establish a sustainable culture of safety by implementing strategies that focus on:

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

We regularly review the effectiveness of the policy and develop indicators to continuously optimize the health and safety of the working environment. Our health and safety committee and executive management review the policy at least every two years to ensure that it is up to date to maintain its effectiveness. Also, to effectively implement this policy, we expect proactive participation and enthusiasm from all departments. All team members and contractors are duty-bound to incorporate the commitments in the policy into their day-to-day work to build a sustainable culture of safety.



Learning and Advancement

At Wynn, learning and advancement are continually being integrated into our Company culture and employees have a wide-range of professional development and leadership trainings from which to choose. We recognize that investment in our employees is directly linked to cultivating a capable and motivated workforce that delivers a premium service and creates loyalty. Talent development at Wynn is clearly our competitive advantage.

We invest in our people and create a culture of support through numerous positive reinforcement channels, including:

- Rewarding exceptional performers on a monthly or quarterly basis through our **Star and Diamond Programs**. Those with superior performance are nominated to be Star Nominees who then receive gifts, recognition, and a special luncheon in their honor, and the Star Winner receives special recognition as Star of the Month. Diamond Awards are given out each quarter to outstanding supervisors and managers who show exceptional leadership talent under the Diamond Award Program.
- Encouraging the consistent use of a public forum through which team members can express gratitude to one another via our **Gratitude and Appreciation Program**. The ever-expanding program features messages of thanks displayed on back-of-house TV monitors and team members share cards and participate in a range of activities with no other goal than to show appreciation and spread joy.
- Offering gaming employees an alternative career option in hospitality service at the management level after a one-year intensive training and immersion program through our **Career Advancement Program (CAP)**. The third round of CAP took place in 2019 and over the past three years, the program has had a 100% pass rate. All graduates have achieved successful job placement in new roles within the Company.
- Matching mentors with mentees from different divisions based on specific learning and development needs via our **Mentorship Program**. This carefully structured program aims to increase knowledge sharing and supports succession throughout the whole organizational including C-suite positions. Through a variety of small group mentoring sessions, the program builds on personal and professional growth areas for mentees touching on career development pathways, employee retention strategies, organizational development and culture creation, employee engagement activities, and continuous learning / knowledge transfer.

Wynn Stories

Used by every human culture, stories are one of the most powerful tools to engage, connect, and share values and ideas. A single story goes far beyond simply relaying facts and data - it can educate and inspire others to do great things.

At Wynn, we love a good story about team members going the extra mile to serve our guests and each other and “Wynn Stories” plays a feature role in our internal company culture. They provide a way of gathering and sharing memorable moments, of celebrating team members who do remarkable things for guests and for each other and show how the Wynn family appreciates each other’s contributions and kindnesses. They illustrate who we are and how we treat each other. Wynn Stories reveal how and why we are the most awarded Forbes independent hospitality company in the world.

Wynn Stories continues to be a cornerstone of the internal culture programs at Wynn Macau. Since launching the program in 2014, 1,600 stories have been published and 28,000 gratitude cards have been received. In April 2019, Wynn Stories was officially launched at Wynn Palace, commencing with a three-day Wynn Stories Festival. More than 4,600 team members attended this event, where they learnt about stories of exceptional customer service and acts of kindness towards guests and fellow team members.

Also, in April 2019, the Wynn Stories Zone was officially unveiled by Mr. Frederic Luvisutto, Chief Operating Officer of Wynn Palace. Located in a high visibility area back-of-house, the Wynn Stories Zone continues to act as the public platform to showcase all the Wynn Stories that we hold dear.



Caring for our Guests

At Wynn, our aim has always been to achieve full customer satisfaction. How we approach community and guests relations is at the very heart of our success.



Achieving Service Quality Excellence

Quality service is what keeps everyone at Wynn going. The clearest indicator of consistent service quality delivered by Wynn is the unprecedented recognition we received from FTG, the world's most recognized Five-Star rating system.

Support from FTG provides another major focus on service quality through contracted audits and FTG specific training, both conducted on a regular basis throughout the year at Wynn Macau and Wynn Palace. The FTG training is conducted through a mixture of classroom and onsite training, which focuses heavily on the use of role play, group work, and simulations to achieve the greatest impact and relevance.

The Wynn service standards that have led to the achievement of such recognition are supported by a variety of initiatives at both properties. These include the Wynn Stories program, the Gratitude and Appreciation program, various learning programs (e.g. the core values and principles training), and classroom training programs (e.g. The A.R.T. of Service). Wynn's core values and principles form the foundation for our internal service standards, which are also closely aligned with those of FTG.

Quality and Food Safety

At Wynn, food safety is the most important component of food quality. We have always integrated extensive food safety processes for our guests and employees. Our safety procedures are based on international standards and we are committed to obtaining Hazard Analysis Critical Control Point (HACCP) certification, which will be assessed in 2020. HACCP offers a systematic approach for our team to readily identify and control food safety hazards and to manage food-related health and safety risks.

We are also proud that 15 of our restaurants have received the Star Merchant Award under the Quality Tourism Services Accreditation Scheme (QTSAS), which is organized by the Macao Government Tourism Office. QTSAS accredited merchants must pass stringent annual assessments showing that they meet high standards of food quality and service. In 2019, Wynn's SW Steakhouse was awarded both the Service Star and Star Merchant Awards, which are the best of the Deluxe Restaurant criteria in Macao.

Guest Privacy

Wynn understands that our guests are concerned about protecting their personal data and we have instituted a data privacy policy intended to ensure that personal information is handled responsibly and in compliance with Macau law.

All personal and general information collected is stored on secure servers that reside behind firewalls designed to block unauthorized access and data is kept only for as long as is reasonably required and legally permitted. We have other measures in place designed to protect data, including restricted access, preventing unauthorized changes or transfers of data and measures which support the encryption of data. Security policies are in place and we conduct periodic audits on our information technology systems. Further details about our data privacy policies and management can be found on our [Company website](#).



Smoking Ban

In January 2019, in compliance with the newly enacted New Tobacco Control Act, Wynn Macau and Wynn Palace extended non-smoking areas to include the VIP areas of the gaming floors.

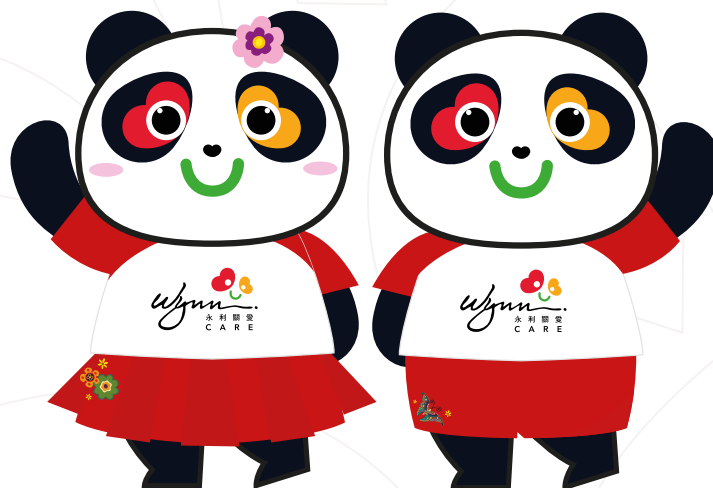
Smoking is now only allowed inside specially ventilated smoking lounges, which were constructed with the strictest air quality guidelines to ensure staff and non-smoking guests are not exposed to second-hand smoke. Gaming staff do not work in any areas where smoking is permitted.



*Our
Communities*

Our Communities

Wynn is committed to the sustainable development of Macau as a “World Centre of Tourism and Leisure”. Our role bestows upon us a duty to exhibit social responsibility as a business, employer, and member of the Macau community. We consider it a great pleasure to operate in Macau and show our appreciation by giving back to the community in a variety of ways, including investing in the economic vitality of Macau and the Greater Bay Area. We have formed local connections with partner organizations, educational institutions, and businesses, and have established ongoing initiatives that aim to strengthen and enhance the vibrancy of our community.



Responsible Gaming

We have always recognized the importance of responsible gaming and we are committed to supporting responsible gaming initiatives. We work closely with the Macau Gaming Inspection and Coordination Bureau, the Macau Social Welfare Bureau, the Institute for the Study of Commercial Gaming of the University of Macau, and non-governmental organizations to formulate and implement best practices that promote healthy and responsible gaming.

We promote responsible gaming by raising awareness around our facilities through written material regarding the nature and symptoms of problem gaming. As it is one of the eight directions of our Wynn Care program, we conduct regular responsible gaming roadshows and training for our employees. We have also established procedures and training for staff who interact with casino customers and we provide support and resources to issues related to preventing problem gaming.

Responsible Gambling Workshop

In June 2019, a responsible gambling ambassador workshop was held at Wynn Macau, led by invited guest speaker Professor Davis Fong, Director of the Institute for the Study of Commercial Gaming at the University of Macau. 35 members of management participated in the session which covered a range of responsible gaming topics including:

- Why some people become addicted to gambling
- What is responsible gaming and the behaviors of responsible gaming
- The behaviors addict gamblers (or their family members) may display
- When and how to intervene
- Scenarios and case studies

Responsible Gaming Script Contest

Wynn hosted the 2019 Responsible Gaming Script Contest which aims to enhance public understanding of responsible gaming and also provides a stage for local performance enthusiasts to unleash their talent. The contest provides a creative platform of scriptwriting and stage performance through which young people can share their impressions and personal understanding of what responsible gaming means in Macau.

Looking forward, Wynn will continue to organize and participate in various educational and awareness activities that highlight the importance of responsible gaming and to promote the sustainable and healthy development of the gaming industry in Macau.

Community and Government Relations

Our CGR team carries out Wynn Care projects and engages with community representatives, including the Macau government, non-governmental organizations, SMEs, the local community, and employees to consider their needs and interests and to ensure that the contributions of Wynn Care are a true reflection of the real needs of Macau.

To strengthen the collective impact of Wynn Care, event outcomes are reviewed for potential improvement by our sustainability committee to continue responding to the changing needs and challenges of our community.

“Wynn is committed to working with the government, local enterprises, and organizations in new and innovative ways to promote sustainable development and build a harmonious and inclusive society. We also offer continuous support and innovative solutions for local SMEs, which helps the wider social and economic development of Macau.”

ANDREW CHEONG

Senior Manager
Community & Government Relations

“A woman is not only an asset to her family, but also to her community, and that is why we innovate, partner with local associations and enterprises to create “We-Care-Happy-Jobs Platform” as part of Wynn’s family-friendly initiative to promote women’s empowerment. This platform helps them to attain personal and professional success in the local community in order to achieve sustainable development goals and bring positive social impact to Macau’s economic development.”

SARAH CHEANG

Senior Manager
Community & Government Relations

WE Volunteers

In 2019, the Wynn Employees (WE) Volunteer team grew to over 2,400 members and provided more than 15,000 hours of service across 156 WE Volunteer activities. WE Volunteer events attracted more than 4,500 participants as well as their friends and families.

Working in conjunction with the CGR department, the WE Volunteer team prioritizes its activities across four focal areas: children, the elderly, the disabled, and animals. The WE Volunteer team exemplifies Wynn’s high level of commitment and the importance placed on social responsibility that is integral to the Wynn Care mission. The team participates in activities that assist Macau’s local communities and residents, giving each employee the opportunity to contribute their time in a meaningful way. The WE Volunteer team has organized a variety of meaningful activities attracting volunteers from all Wynn divisions.

Wynn hopes to continue to play its role in making a positive impact in the Macau community and the country and care for those in need. We also endeavor to make full use of our influence to encourage and engage with different sectors of society in supporting poverty alleviation in mainland China.

Community Initiatives

Wynn Hosts “Me and My Motherland” National Education Seminar to celebrate twin milestone anniversaries

To celebrate the 70th anniversary of the founding of the People’s Republic of China and the 20th anniversary of the return of Macau to the motherland, Wynn hosted a national education seminar with the theme of “Me and My Motherland” at Wynn Palace. Professor Pang Chuan, Vice President of Macau University of Science and Technology and member of the Legislative Assembly of Macau, and Dr. Lao Chi Ngai, Director of the Strategy and Planning Office of the University of Macau and member of the Legislative Assembly of Macau, were invited as keynote speakers. They shared the history of the country’s rapid development and the evolution of Macau to an audience of over 600 Wynn team members from different departments and various nationalities.



Celebrating China's Momentous Anniversaries



2019 marked the **20th anniversary** of the transfer of sovereignty of Macau from Portugal to China and the resulting establishment of the Macau Special Administrative Region (Macau SAR). In honor of the 20th anniversary, Wynn Macau and Wynn Palace launched a series of exciting anniversary offers exclusively for Macau residents in December 2019, including dining experiences and spa treatments. Specially designed mooncake gift box sets featured a lotus flower motif and opened up into an elegant green interior, a reflection of the Macau SAR emblem. The lotus is a symbol of Macau and represents the everlasting prosperity of this booming city.

2019 also marked the **70th anniversary** of the establishment of the People's Republic of China. Wynn celebrated by hosting a series of activities to celebrate the 70th anniversary. A highlight was that six representatives of the final 10 contestants from Wynn's Top Talent Show performed a passionate performance of "Me and My Motherland" to celebrate the momentous occasion. A video of the performance can be viewed on our [Facebook Wynn Care page](#).

Localization and Positive Social Impact

Events that highlight our efforts to support initiatives supported by the Macao government include:

Supporting Poverty Alleviation in Congjiang Initiated by the Macao SAR Government and the Liaison Office

To show our commitment to supporting poverty relief efforts in Congjiang, Guizhou Province, Wynn donated MOP 3 million to the Macao Government Liaison Office to fund the renovation of dilapidated houses and the construction of a brand new Gulou building (drum tower).

In addition, Wynn partnered with the Macau Federal Commercial Association of the Convention & Exhibition Industry (MCECA) to organize trips to Congjiang and to host a “Congjiang Gala Cultural Night”. Over 70 Wynn employee volunteers, MCECA members, as well as local teachers and students, travelled to Congjiang this year. In addition, six Wynn team members from engineering-related departments conducted an inspection of dilapidated buildings and held follow-up meetings with their colleagues after they returned to Macau, in the hope of improving living conditions by offering their professional advice.



Cooperating with the China Development Research Foundation (CDRF) on the China Rural Education and Child Health Program (China REACH)

On 21st August 2019, in Beijing, the CDRF held a signing ceremony celebrating the cooperation agreement between Wynn and CDRF on the China REACH. The China REACH program combines education and nutrition interventions to foster the early development of young children (aged 6 to 36 months) and their families from poor rural areas.

Walk for a Million

As an active participant in various charity events, Wynn continued to support the annual charity event “Walk for a Million” this year, which provides study grants and scholarship programs to underprivileged students. In addition to donating MOP 600,000 to the Charity Fund from the Readers of Macao Daily News, Wynn also organized 1,300 team members and their families to join the annual charity walk.



Art Macau: Wynn - Garden of Earthly Delights

Art Macau, a mega international arts and cultural event, came to life and brought contemporary art and the world of innovation and creativity to the people of Macau. In 2019, Wynn was delighted to host a newly created exhibition at Wynn Macau and Wynn Palace. Influenced by Hieronymus Bosch’s stunning masterpiece “Garden of Earthly Delights”, “Wynn – Garden of Earthly Delights” featured an extraordinary selection of modern and contemporary pieces from globally renowned artists through various paintings, installations, and digital and interactive pieces.



Macau Youth

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

Macau Primary School Student National Education Drawing Competition

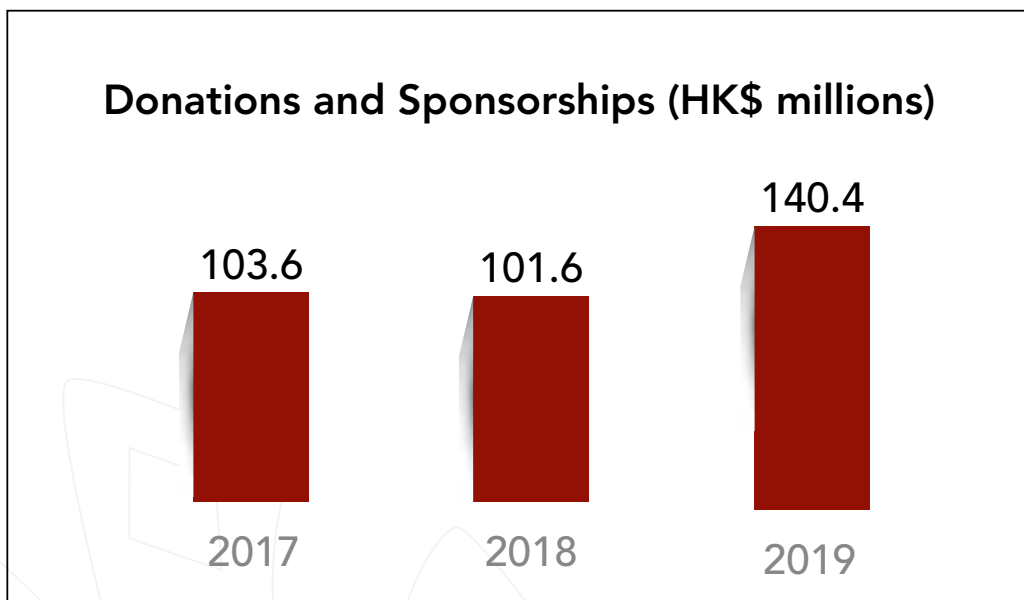
Organized by the National Conditions Education (Macau) Association and title sponsored by Wynn, the third "Wynn Cup – Macau Primary School Student National Education Drawing Competition" award ceremony was held at Wynn Palace in April 2019. Under the theme of "Looking forward to the Belt and Road Initiative from the perspective of the Greater Bay Area", the competition encouraged Macau primary school students to strengthen their knowledge and understanding of national education, upholding their national pride and sense of belonging.



Education

Wynn has always emphasized the importance of nurturing local talent. Through various initiatives, including sponsoring a number of scholarships at educational institutions, we provide development opportunities for Macau's youth to help unleash their potential and succeed in today's rapidly changing society. In 2019:

- Wynn provided 12 beneficiaries, MOP 120,000 in scholarship funding for Macao Institute for Tourism Studies.
- Wynn provided eight beneficiaries, MOP 80,000 in scholarship funding for Macao Polytechnic Institute.
- Wynn provided 15 beneficiaries, MOP 100,000 in scholarship funding for University of Macau.



University of Macau Development Foundation

As an on-going commitment made by Wynn Resorts (Macau) S.A. to the University of Macau Development Foundation (UMDF) in 2011, Wynn Macau donated MOP 80 million to the UMDF in 2019. The donation supports education development at the University of Macau and Asia-Pacific Academy of Economics and Management (APAEM). As the base for cultivating leaders in Macau, APAEM covers three areas of work including executive education, conferences and seminars, and research projects.

Supporting the Elderly

Macau's population is aging while life expectancy rates are fortunately increasing. It is important to us at Wynn to assist senior citizens as they face new challenges and opportunities, and to help them enjoy their autumn years to the fullest. WE Volunteers organize home visits, install festive decorations, and organize party gatherings at various local elderly retirement homes.



Supporting People with Disabilities

WE Volunteers provide support and encouragement to those with physical disabilities through sport matches, charity sales, community activities, and handcraft workshops.

Rummikub Competition 2019

Organized by the Macau Intelligence Development Association and title sponsored by Wynn, the “Wynn Care - Rummikub Competition 2019” was held in August at the Wynn Palace Grand Theater. The competition’s theme was to draw attention to the debilitating effects of dementia and a seminar was arranged to educate attendees about the symptoms and causes of dementia, in hopes of enhancing the awareness of the syndrome’s prevention. 256 participants, ranging in age from nine to 90, had a great time competing to complete their cubes the fastest. Over 100 WE Volunteers participated by facilitating the event or refereeing and some even took part in the competition.



Local Economic Impact

Investing in Macau

Wynn considers it a privilege to operate two world-class integrated resorts in Macau. We take this privilege seriously and do our best to act as a caring and responsible organization by investing in Macau's business community. Beyond the taxes and salaries we pay, our socio-economic impact supports local procurement and community-based philanthropic activities which aim to provide an influx of capital into the Macau economy.

Capitalizing on what we know best, our primary investment focus is on our people through employee development. This provides a lasting social return on investment, the benefits of which continue to be felt beyond the walls of our operations and flow into our communities over the longer-term. Turn to the **Our People** section of the report to see how we are performing.

The impact of Wynn's business activities extends beyond our financial statements and creates socio-economic value. We distribute this tangible value with our team members, business partners, and with communities in Macau, the Greater Bay Area, and beyond.

FINANCIAL HIGHLIGHTS

HK\$

36,162 million

in revenue

HK\$

697 million

in cost of sales to SMEs and other suppliers

HK\$

5,227 million

in employee wages and benefits

HK\$

16,761 million

in gaming taxes and premiums to Macau Government

HK\$

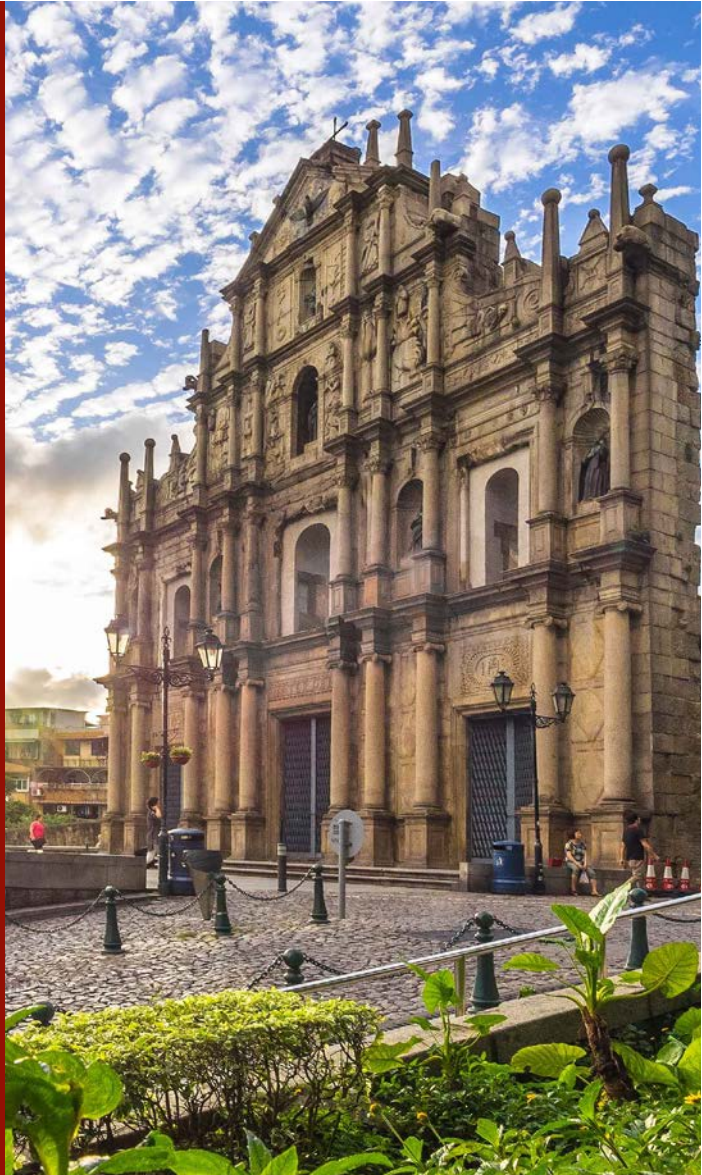
4,674 million

in dividends paid to Investors

HK\$

140.4 million

in donations and sponsorships



Additional financial information can be found in our [2019 Annual Report](#).

Betting on the Greater Bay Area



Located along the Southeast coast of China is one of the fastest growing metropolitan areas in Asia. Comprising nine cities in China's Guangdong Province as well as Macau and Hong Kong, the "Greater Bay Area" occupies less than 1% of China's land area while contributing 12% to its total GDP. With the opening of the 55-kilometer Hong Kong-Zhuhai-Macau Bridge, which connects Hong Kong and Macau with mainland cities within Guangdong Province, Macau is perfectly positioned to benefit from not only an increase in tourists but also from the many innovative economic synergies that come with enhanced connectivity.

The Greater Bay Area will play a crucial role in driving China's economic development in the next few decades, and Wynn is looking forward to playing our part in that development.

Greater Bay Area Investment Conference

In June 2019, Wynn Care partnered with the China Universities Innovation & Entrepreneurship Alliance to host the first Greater Bay Area investment roadshow and conference at Wynn Macau.

The conference brought together award-winning teams from the China College Students' "Internet Plus" Innovation and Entrepreneurship Competition, as well as local start-ups to present their business ideas on stage. Interested investors, capitalists, and industrial leaders came to watch competing team presentations. Investors had the opportunity to meet the entrepreneurs, get to know their business plan, and some even signed investment agreements on the spot.

The goal of co-hosting the conference was to help competitors accelerate their business through investments and to expand their network.

Exploring Sustainable Development Trends in the Greater Bay Area

Concerns on how to utilize limited resources, harmonize with nature, as well as how to care and support various stakeholders have become priorities of government bodies. In response to this, Wynn Care and City Development Research Association (Macau) helped co-organize the annual forum of the Macau Institute for Corporate Social Responsibility in Greater China (MICSRGC) at Wynn Palace in November 2019. The theme of the 2019 MICSRGC Forum was **“The Role of Government, Gaming and Accounting Sectors in the Greater Bay Area”**.

With more than 130 participants attending, the forum focused on corporate social responsibility in the Greater Bay Area in alignment with initiatives from China’s Outline Development Plan for the Greater Bay Area and the United Nations Sustainable Development Goals (SDGs). Participating government and corporate representatives were able to strengthen collaborations, foster structural and positive changes, and explore the complex dynamics of sustainable development within a new megalopolis.

Exploring Opportunities Arising from the Greater Bay Area with Outstanding Women

Wynn held an event entitled “Sharing the Spirit of National People’s Congress - Women in Macau Gearing Up for Opportunities in the Greater Bay Area” at Wynn Palace on 18th April 2019.

The event was hosted by three guest speakers, who are members of the National People’s Congress (NPC) or members of the National Committee of the Chinese People’s Political Consultative Conference (CPPCC). More than 250 team members from Wynn participated in the event, where they could gain a deeper understanding of the spirit of the NPC and the CPPCC, the direction of national policy, as well as the development opportunities brought by the Greater Bay Area.

In particular, Wynn invited three outstanding female leaders in Macau to share their extensive experience and duties as a member of the NPC or CPPCC. Being outstanding leaders, they are not only role models for the country’s emphasis on social equality and out-of-box thinking but can also encourage women to unleash their talents and contribute to the future development of the country and the Greater Bay Area.



Macau Youth Popular Science Trip

Organized by the Macao Association for Promotion of Science and Technology and sponsored by Wynn, “Macau Youths Popular Science Trip” was held in November 2019. Attracting more than 400 teachers and students from eight schools, the objective of the popular science trip was to help local youth better understand the scientific development of the Greater Bay Area by drawing connections among science and technology, ocean preservation, ecological diversity, and sustainable economic development. A separate session was also organized exclusively for 80 of Wynn’s team members and their families to take part in the educational experience.

Supporting Local Small and Medium-Sized Enterprises



THEY GROW – WE GROW

At Wynn, we recognize that local SMEs form the backbone of many economies. In Macau, SMEs are key to driving the diversification of the economy, while promoting sustainable growth and creating more employment opportunities for a wider range of individuals. At Wynn, we do our best to support locally owned SMEs and operate with the belief that when Macau's SMEs grow, we grow with them. Our procurement policies and affirmative action practices mean that a significant proportion of our suppliers now come from Macau.

Our strategic approach is to prioritize local procurement by establishing long-term partnerships with local SMEs, with emphasis on the following three categories of enterprises: "Small-and-Micro Enterprises", "Made in Macao" Enterprises, and "Macao Young Entrepreneurs Enterprises". Detailed definitions of these categories of enterprises are available on the website of [Wynn Macau, Limited](#). We also provide business opportunities and connect SMEs with other suppliers (large and small) and have created a platform to help them grow their businesses. Wynn has in turn benefited by increasing our localization of suppliers.

Building the Macau SME Network

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

Local SME Partnership Meetings

Since 2016, Wynn has partnered with the Macao Chamber of Commerce to organize eight “Wynn Local SME Procurement Partnership Meetings”, in which over 1,500 local SME attendees participated. These business matching sessions saw buyers from our procurement department and staff from individual operational departments meet local SME representatives, enabling them to pitch their business ideas directly to Wynn decision makers.

Local SME Breakfast Networking Sessions

We co-organized four breakfast networking sessions in collaboration with the Macau Productivity and Technology Transfer Center (CPTTM) and the Macao Young Entrepreneur Incubation Centre in 2019 to broaden the business networks of over 100 SME attendees. Successful Macau entrepreneurs were invited as guest speakers to share their insights and inspiring experiences in running an enterprise, such as how they overcame challenges and their strategic planning for business growth.

Supporting the Growth and Resilience of Local SMEs

Since 2016, Wynn has partnered with the University of Macau and CPTTM through Wynn Academy to arrange seminars and workshops to enhance the business acumen of Macau’s entrepreneurs. In 2019, we hosted a seven-week comprehensive seminar series specially designed for 30 local SMEs. We offered a holistic view of business by inviting Wynn’s in-house experts and CPTTM trainers from various fields and disciplines to share valuable business knowledge on a range of topics such as small business finance, human resources management, quality management, the Macau Product Quality Certification Scheme, and more. Altogether, from 2016 to 2019, 27 local SME seminars had been held for over 1,200 attendees. As part of the seminar series, we also organized a business study excursion to Hengqin, China in June 2019 for over 40 representatives from the participating local SMEs, Wynn, and the co-organizer to visit the Macau-Hengqin Youth Entrepreneurship Valley and the Guangdong-Macau Traditional Chinese Medicine Technology Industrial Park, enabling participants to learn more about entrepreneur-friendly policies in the Greater Bay Area, as well as to explore prospects for business growth and collaboration.



Carmo Market

Organized by The Industry and Commerce Association of Macau and title sponsored by Wynn Care, the “2019 Carmo Market (Winter edition)” was officially kicked off on 18th December 2019 at Taipa Village. As many as 30,000 visitors have visited Carmo Market, the annual festive winter market in Taipa showcases the products and services of approximately 55 Macau SMEs.



Techstars Startup Weekend

Wynn was proud to be the title sponsor for the Techstars Startup Weekend which offered insights for Macau’s aspiring tech-entrepreneurs to understand the dynamics of launching and scaling a local business. The event brought together Macau’s top entrepreneurial talent for a weekend boot camp of intensive training simulating a tech startup atmosphere.



Savouring the Possibilities in the Greater Bay Area field trip

To enable local youths and enterprises to better seize the opportunities arising from the Greater Bay Area, Wynn gave full support to the 2019 voyage of business – “Savouring the Possibilities in the Greater Bay Area” field trip, hosted by Hou Kong Junior Chamber (JCI). This 30-member delegation included five representatives from Wynn and visited various enterprises in the Greater Bay Area, in hopes of getting insights from the successful businesses in the catering industry.

Macau Local SMEs Fairs

Wynn organized a series of back-of-house fairs themed on women entrepreneurs, Portugal, Kaohsiung’s culture, Guizhou Province, and the Greater Bay Area, selling products designed, hand-made, and imported by local businesses and charities. It was not only a platform for the local SMEs to promote their products and services but also an opportunity for team members to volunteer for charities.

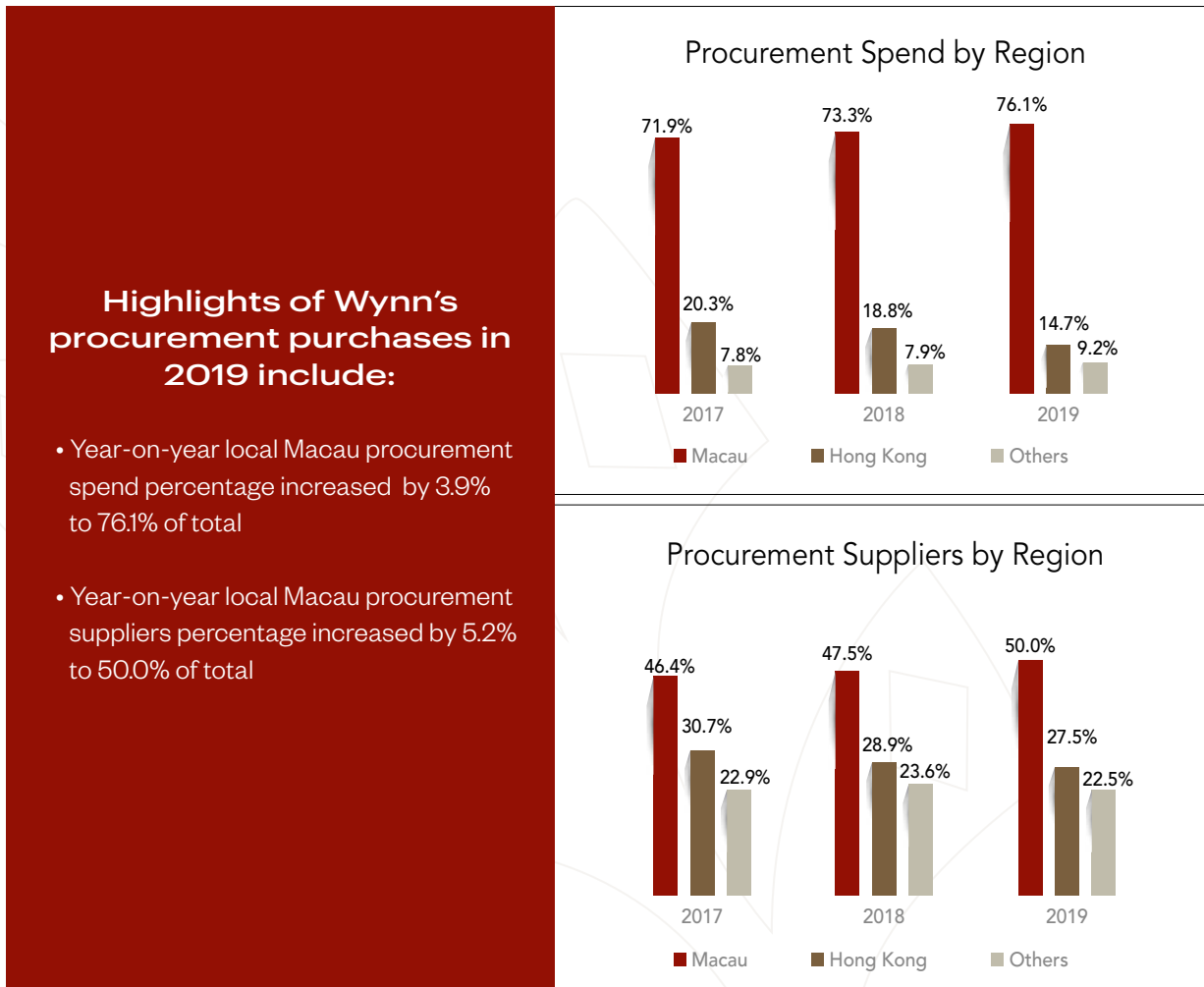
Responsible Procurement

Our approach to procurement defines our attitude towards responsible supply chain management. Minimizing our ecological footprint, developing the Greater Bay Area, while maintaining our luxury standard and being cost conscious are the challenges we take on in our procurement procedures. As best as we can, we select suppliers who demonstrate sound sustainable practices that are aligned with our vision for sustainability.

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

The supplier bidding process requires inputs from at minimum three bidders, and at least one of those must be a local, Macau-based SME wherever possible. This requirement helps demonstrate our ongoing support of the Macau government’s initiative to give preference to locally owned businesses. We include SMEs in our network and create positive change in Macau by prioritizing these local suppliers. We believe that support for home-grown enterprises and empowering our local workforce are key to driving the development of Macau’s economy. We actively look for qualified local enterprises that can provide competitive and suitably high-quality products and services, with the aim of building win-win business relationships. We also provide coaching to select SME suppliers to help them meet required procurement standards.

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





Our Planet



Rishi Tirupari, Vice President – Sustainability

Environmental Message

Wynn understands that taking an active role to protect our world is essential if we are to also ensure the future of luxury hospitality. Goldleaf, our global sustainability program, sets out the guiding principles that help us tackle complex environmental issues that face us and the entire industry. As a result, we will be able to deliver on our vision of having a positive, sustainable impact on the environment we leave for future generations.

We are proud of the impact our Wynn sustainability team has had over the last few years. We have continuously looked for innovative solutions to reduce waste, plastic and energy use and 2019 has been a year of many achievements for us. Wynn accomplished many firsts this year, including becoming the first Integrated Resort in Macau to install the innovative “Winnow” food waste management system that uses Artificial Intelligence (AI) to maximise operational efficiency and data accuracy. Likewise, we are the first to implement our own Nordaq water bottling facility that will replace all plastic water bottles in our resorts with reusable glass bottles. Wynn has also partnered with Novetex, in another Macau first, to upcycle unwanted uniforms into new textiles.

We are committed to challenging ourselves in finding new ways we can safeguard our planet. It is an ongoing process to embed this mindset ever more deeply into each facet of our business, but the benefits are clear – for our employees, our partners and our shareholders. Above all, we demonstrate through our initiatives to all our guests that sustainable luxury is achievable, while enhancing their experience and remaining rooted in Wynn’s signature Five-Star service.

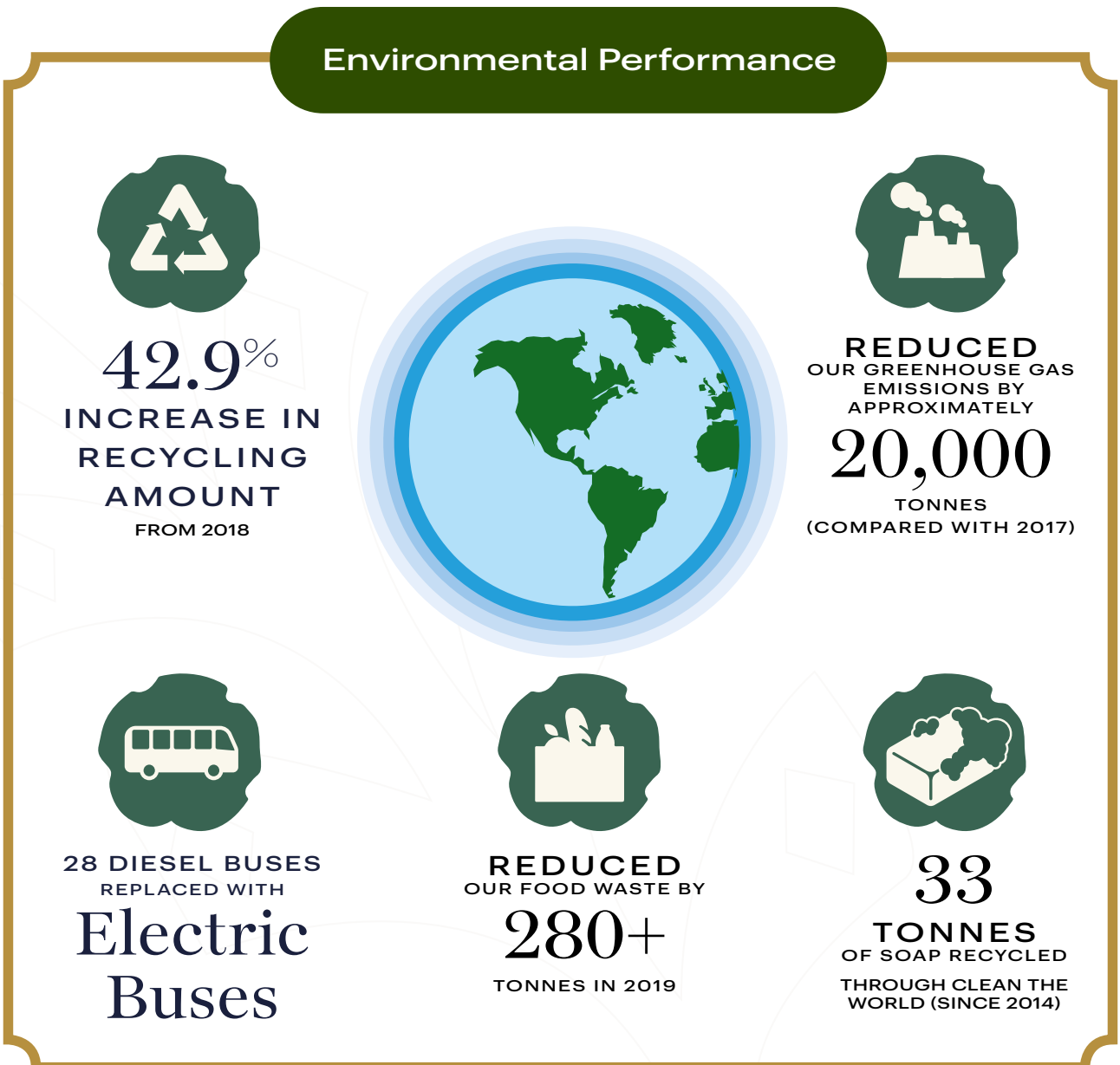
Our Planet

Wynn's commitment to environmental stewardship is embedded in a core principle: to equally care for our employees, guests, community, and the environment. Our operational motto of "conservation first" incorporates environmental sensitivity by monitoring and reducing inefficient consumption and embracing pioneering technologies that help us to responsibly manage our use of natural resources.

We focus our conservation efforts on energy efficiency, water conservation, emissions reduction, waste management, and "greening" our corporate culture. We also focus on educating our employees in how to conserve resources at work and at home through roadshow events and competitions, internal communications, and back-of-house signage. We have also established a number of policies and guidelines to help our employees apply sustainable practices in their respective positions.

When combined with our efforts to provide guests with premium experiences, this approach has translated to award winning service in our resorts, in a manner that supports sustainable development.

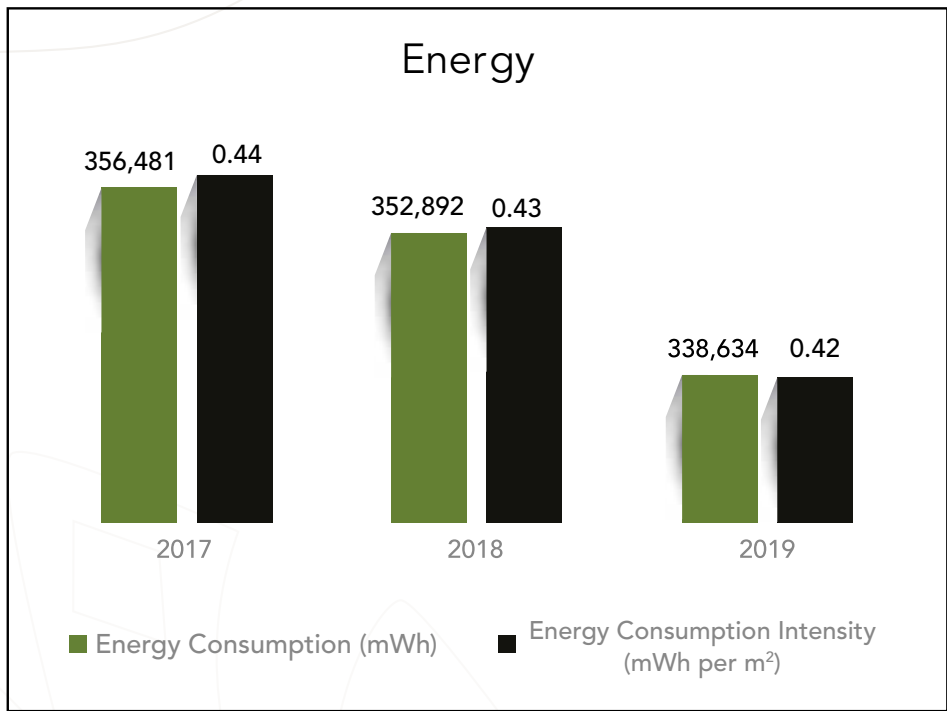
More details about our environmental performance can be found in the **Performance Metrics** section of this report.



Energy Efficiency

A key component of our responsible energy management program centers on efficient use of electricity. We continue to look into ways to reduce the amount of electricity used throughout our operations, and in 2019, our electricity usage was reduced by 2.7% at Wynn Macau and 3.2% at Wynn Palace as compared with the year before. This was achieved by optimizing several systems, including our chilled water production systems, staging the starting times of the air compressors for the performance lakes, and adjusting the control strategy of our chillers to enable ideal settings based on usage. We also optimized our entire heating, ventilation, and air-conditioning (HVAC) system by tuning the control strategy to optimize the air-conditioning settings, limiting use in unoccupied areas.

We recognize that increased energy savings will require significant investment in efficiency projects, and we have identified potential improvements such as recommissioning the HVAC system and upgrading the cooling towers.



Water Conservation

We have developed a comprehensive water conservation program that centers on education, innovation and monitoring. Our aim is to reduce the amount of water we use by maximizing our water efficiencies.

With this in mind we have installed water saving fixtures throughout our properties and developed a comprehensive monitoring program which allows us to rapidly identify any potential spikes in water use to ensure we can rectify them immediately. As a result, we were able to repair a water leak in the Wynn Macau pool before it could cause large scale water loss.

We also consistently provide information and reminders to our team members to be more aware of their water use at work and also at home. Part of our education program includes providing useful tips in how to maximize departmental water use from kitchen and laundry to housekeeping and horticulture.



Emissions Reduction

One of the sources of greenhouse gas (GHG) emissions comes from our guest transport vehicles and buses. In 2019, our mobile emission was reduced by 25.0% at Wynn Macau and 20.6% at Wynn Palace. Our use of diesel was reduced by 32% at Wynn Macau and 24% at Wynn Palace primarily from the further replacement of our diesel bus fleet with electric buses. We also installed several electric vehicle charging stations for both our employees and our guests to enjoy free of charge.

Educating people to be more aware of emissions is also important to us. As such we have placed signage at our employee shuttle bus area and receiving docks to remind drivers to avoid vehicle engine idling. This signage serves as a reminder not only to the drivers but also to employees that idling contributes to unnecessary emissions which can be detrimental to the air we breathe.



Wynn's Zero-Emission Bus Fleet

The introduction of electric shuttle bus services has helped to enhance Macau's transportation system, providing residents and tourists with ecofriendly transportation options while also enhancing Macau's image in green tourism.

In 2018, Wynn introduced electric buses to optimize our existing shuttle fleet in support of the environmental policies of the Macau government. At the end of 2019, Wynn had **28 electric buses** operating for Wynn Macau and Wynn Palace. This fleet of zero-emission buses drove over **1,000,000 kilometers** across Macau, significantly lowering vehicle emissions in the area and reducing Wynn's overall carbon footprint. We are on target to replace all our buses by 2022.



Waste Management

Across our resorts in 2019, we saw a steady increase in complimentary drinks and meals for our guests, visitation, and employees which translated to an increase in our overall waste volumes. Anticipating this increase, we enhanced our efforts to minimize waste and successfully increased our recycling amount by 42.9% from 2018.

We also implemented several innovative measures to minimize waste including:

- the installation of a food digester to complement our existing food composter
- introducing the Winnow Vision System to our operations, which significantly aids our ability to track, monitor, and report on our food waste
- the significant expansion of our existing recycling programs
- introducing donations and upcycling programs for artwork, food, and textiles



Wynn's Own Premium Bottled Water

A big goal of ours is to phase-out single-use plastic, which is a challenge for hotels and casinos around the world. Fueled by our determination to transition away from the traditional complimentary plastic water bottles common in integrated resorts, we are the first integrated resort in the world to install and use at significant scale an on-site water bottling plant.

Through our partnership with Nordaq, we now offer high-quality filtered still and sparkling water to our guests, which we produce locally and serve in reusable glass bottles (which are made of at least 40% recycled glass).

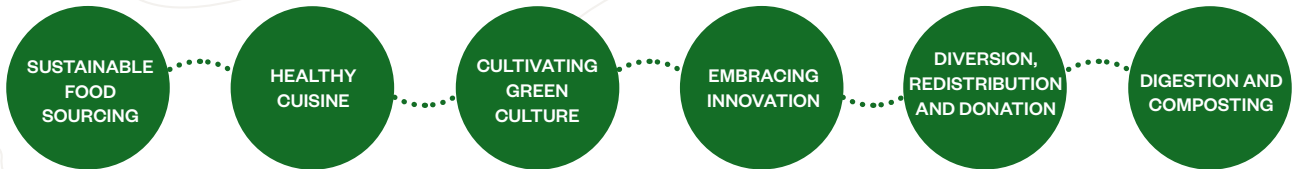
The automated water bottling plant can refill 2,000 bottles of water per hour. It is estimated that this will eliminate the production, transportation, and supply of approximately 8,000,000 plastic bottles annually, significantly reducing Wynn's plastic waste and the associated carbon footprint.

As a result, we will phase out complimentary plastic water bottles in all food and beverage operations by the end of 2020. The system is slated to be running in all our operations by year-end 2021.



Sustainable Food Life Cycle

Every year Wynn serves tons of food to our guests and team members. Since every bite is not always consumed, we continually look at new approaches to tackling food waste all along the food chain – from sustainable procurement to disposal. We believe that food waste prevention not only creates positive impacts for the community and the planet but also makes good business sense.



SUSTAINABLE FOOD SOURCING

The procurement team, in collaboration with our Culinary and Sustainability Departments, has established sustainable food sourcing initiatives.

Through this, we aim to source products that were produced locally or within the region and we take into consideration the potential impacts to the health of people and the planet.



HEALTHY CUISINE

Over the last year we have gradually been introducing sustainable seafood and plant-based protein options in our team dining areas. Our weekly menu comprises of at least two delicious dishes made from plant-based ingredients such as Omnipork. Depending upon the menu, meat consumption in our team dining areas has decreased between 10% and 20% as a result of this small and simple change.

We also offer sustainable food options at a number of our restaurants and in-room dining for our guests to enjoy.



CULTIVATING GREEN CULTURE

The Wynn F&B academy was established in 2019 in part to train our Culinary Department on the sustainable management of food from storage, monitoring stock levels, menu planning to reduce food waste, and embracing new technologies. In 2019, we also hosted chef demonstrations and various workshops on sustainable farming and seafood.

Regular educational roadshows were held to highlight the health and environmental benefits of reducing meat from diets, as well as the importance of reducing plate waste and how to store and re-cook leftovers at home to be more sustainable.

We conducted a week-long clean plate campaign with 25 volunteers from seven departments to track food waste and encourage to only add what they will eat to their plates. We saw 2,537 clean plates during the campaign and a steady downward trend in waste since the event.



EMBRACING INNOVATION

Knowing that you cannot manage what you do not measure, our chefs are the first in Macau to accurately track and measure food waste via the Winnow Vision System. The system helps them better understand which foods are more commonly wasted so they can then adapt menus according to diners' preferences.

Learn more about the Winnow Vision System on page 57.



DIVERSION, REDISTRIBUTION AND DONATION

In alignment with the US Environmental Protection Agency's Food Recovery Hierarchy, we distribute excess food throughout our resorts based on anticipated need and to enhance guest satisfaction. We get creative with unused, surplus food, which can be used in new dishes. For example, bread may become croutons; fruit may become a dessert topping; and vegetable trimmings may be used in soups, sauces, and stocks.

We also donate food to local non-governmental organizations such as the Fu Hong Society of Macau and the Women's General Association of Macau – community centre for single seniors and animal shelters.



DIGESTION AND COMPOSTING

Food waste that cannot be diverted or donated will be composted or digested. In 2019, we installed a food digester which works in tandem with our existing food composter – each machine can process up to one ton of food waste per day.



Winnow Vision System

Recognizing that food waste is a significant global issue, Wynn has invested in an innovative way to manage and track food waste at both our Macau properties.

Being the first in Macau to adopt the “Winnow Vision System”, we now use computer vision-based monitoring technology powered by AI and machine-learning to track and measure what food is being wasted.

The system then delivers data-driven insights to our culinary team, enabling them to take an analytical approach to food planning which enhances efficiency without compromising on quality. Since its implementation in a number of Wynn restaurants, the initiative has already cut food waste by up to 35%, reduced costs, and ensured a more responsible use of food products.

“It is a true culinary skill to turn simple ingredients into amazing meals that bring joy and health to guests and our team members. There is a tremendous amount of energy and effort dedicated to making the food we all eat, and food and natural resources are too precious to be wasted.”

I believe chefs can act as the bridge between farm and fork, and significantly influence a more sustainable approach to food safety, security, and agricultural practices. We can transform the whole eco-system from what is being grown; to how it is prepared, served, and packaged; to how we handle waste.

My team and I are very proud to adopt this pioneering AI technology to manage food waste in Wynn’s kitchens. The real time data enables us to better manage our operations and take on food orders more effectively.”

JOSE LEI
Executive Sous Chef - Western
Kitchen Administration

Greening Our Corporate Culture

While our main environmental objectives help us reduce our use of resources, we can only get so far without continually raising awareness among our staff on the importance of “being green.” With more than 13,500 employees in Macau, integrating an environmentally considerate mindset throughout our team has had a significant impact on our environmental performance. We encourage team members to act as ambassadors among their colleagues to reduce waste and energy consumption, both in the workplace and the local community. Employees are also encouraged to think about and propose new environmentally-friendly practices; indeed, some of our best initiatives have come from their ideas.



Sustainability Orientation for New Employees

Each new team member arriving at either Wynn Palace or Wynn Macau undertakes sustainability training during their orientation. This training is specifically crafted to be relevant to the Wynn core values and sustainability principles. The training communicates our social and environmental development goals consistently to all departments and all levels for each new hire. We also teach new employees from all departments and all levels to recognize that when we work together, we can create a more innovative, efficient, and sustainable working environment. This approach to cross-departmental communication helps to foster efficiencies.

Green Team and Champions

Over 100 green team members and champions from both properties actively bring our sustainability principles to life by promoting an eco-friendly working environment at Wynn. Our green team members and champions come from all departments, a cross section from all levels and backgrounds. This avenue of engagement to share innovation and proposals for improvements helps to streamline departmental processes and fosters a sense of ownership in creating a more sustainable working environment.

Sustainability Communications Wall

The latest eco-news is made available to employees via our Sustainability Communications Wall – which doubles as a home to an assortment of real plants that bring fresh air into our back-of-house corridors. At the base of the wall is an aquaponic system which supports a variety of herbs and vegetables while also feeding several Koi fish.

A routinely updated digital screen keeps employees informed of our latest sustainability-related initiatives. We also encourage team members to provide feedback, comments, and ideas back to the Sustainability Department.

Tours and Stakeholder Engagement

Throughout 2019, we hosted several eco-tours for local schools, universities, businesses, and community groups. Highlighting Wynn’s innovative sustainability features - especially the Winnow Vision System and the Nordaq water bottling system located in Wynn Palace - we were pleased to share details of our environmental initiatives with our community and peers.

The 2030 SDGs Game

Thinking on a more global scale, we also use the SDGs to guide our sustainability efforts. By connecting our efforts with specific goals, we venture to implement initiatives that measurably contribute to sustainable development and aim to identify targets and communicate our progress in our future sustainability reports. We have already embarked on our SDGs journey by evaluating opportunities for partnership creation with peers, industry and sector organizations, customers, local government, non-profit organizations, and our local community. In last year's report, we shared linkages between our existing business strategies and SDGs. See the **Reporting Practices and Materiality** section of our [2018 Sustainability Report](#) to learn more.

A multiplayer, in-person, card-based game, the 2030 SDGs Game is an experiential simulation exploring what could happen in our world by 2030. It familiarizes and educates employees about the SDGs and also shows how simple mindset adjustments lead to drastic changes in results.

Participants were tasked to meet a given goal by running projects, and each project created an impact on the world which constantly changed, just like in the real world. We found this novel game-based approach to have three powerful advantages:

- It gives participants direct experience in co-creating a sustainable world.
- It simplifies and makes accessible an extremely complex issue in a way that allows participants to begin to understand what the impact of achieving the SDGs could be, while stimulating their natural curiosity to learn more.
- It activates participants natural instincts to set their aim toward a worthy goal, simultaneously building confidence and making it enjoyable, while inspiring and motivating participants to act in the real world.

"I found myself making trade-offs or paying a price to achieve my goal, just like in real life."

"The game truly simulated the urgency of time and resources. We need to increase our awareness and focus on things that are truly good for the world and consider what will make it thrive."



"It instilled a strong sense of connection and to not leave anyone behind if we want to win the game, just like in the real world."

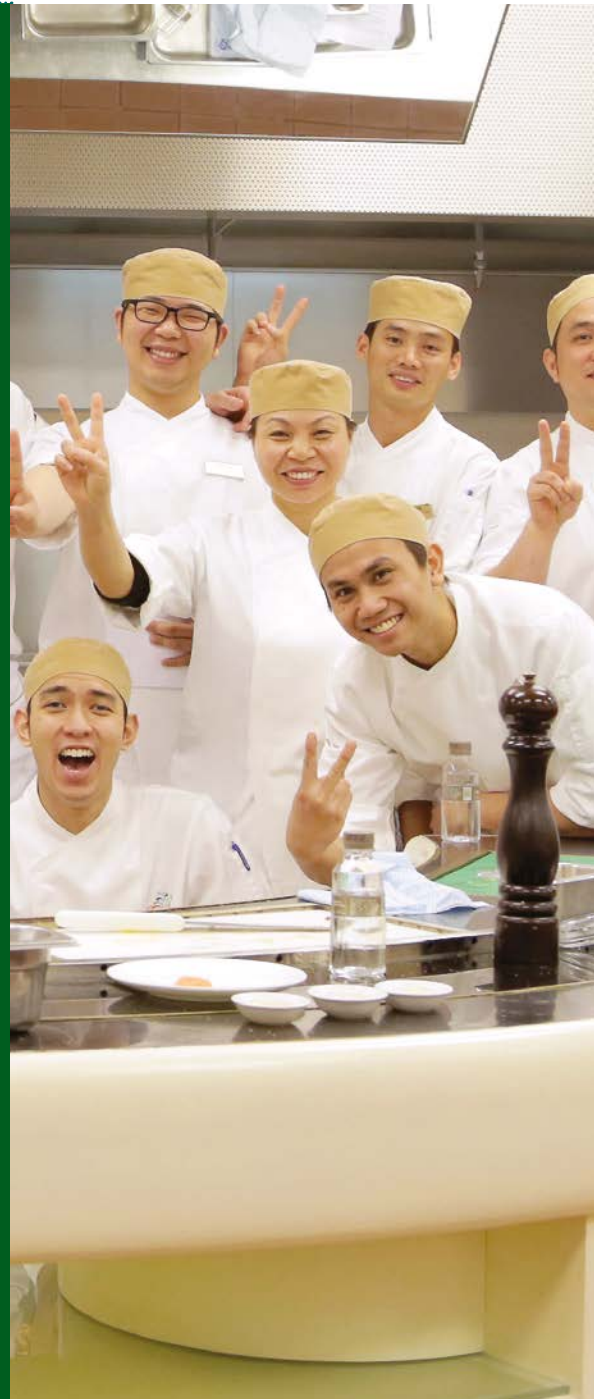
"The game made me immediately realize how critical it is to have a balanced world."

Engagement Activities and Partnerships

Throughout 2019, we held numerous sustainability-related engagement activities to help employees appreciate how they can be more eco-aware both at work and at home. A proven method of bringing a wealth of sustainable knowledge to our employees is to work with local, international, and pioneering businesses and invite them to show our teams their sustainable products.

Highlights from our 2019 activities include:

- Distributing 1,000,000 eco-friendly straws to local SMEs, encouraging the local catering industry to replace plastic straws with paper materials, and guiding merchants to adopt environmental protection measures in their daily operations.
- Partnering with ChefWorks to collaboratively create upcycled Chef jackets. Wynn sends our discarded jackets, pants and aprons to ChefWorks which they combine into recycled fabrics together with pelleted plastic bottles. Each jacket is made of 65% Repreve recycled polyester (rPET), or the equivalent of 20 plastic bottles.
- Sending Novetex our disused textile items for them to blend with virgin fibers into new yarn. The Novetex system ensures the highest level of hygiene using ozone and UV light in two stages of sanitization. It is an innovative textile upcycling system that does not use water nor discharge chemical waste. We target to upcycle 20,000 discarded garments by the end of 2020.
- Working with Nespresso to recycle their capsules and to educate our employees about this process. During 2019, we held competitions within our Housekeeping and Public Area departments to encourage employees to collect more capsules to recycle. We also held Nespresso Sustainable Roadshows to help our employees understand the recycling process.



Co-hosting Environmental Protection Campaign

With the aim of promoting environmental protection and sustainability in our society, Wynn has partnered with the Macau Institute of Engineers to co-organize the “2019 Wynn Environmental Protection and Sustainable Development Campaign” closing ceremony and the “Macau Secondary School Green Campus Competition” awards ceremony, at the Macau Science Center on the 12th of September 2019. The half-year campaign attracted support from the local catering industry, SMEs, and schools, enabling cooperation between academics and professionals to join hands and create a green Macau.

The “2019 Wynn Environmental Protection and Sustainable Development Series Campaign” included four environmental protection forums, bringing together experts to share knowledge about sustainable and diversified development approaches for Macau’s various industries. Marking the end of the campaign, Wynn held the “Macau Secondary School Green Campus Competition” awards ceremony and invited shortlisted teams to deliver lectures and share details of the environmental protection measures that they designed for their schools. Awards were presented to outstanding teams and winners were encouraged to implement such programs in their schools.

The joint campaign was Macau’s first community-based sustainable development campaign organized by a large-scale integrated resort company and a professional engineering organization.



All of these efforts reflect Wynn’s ongoing commitment to “care about everyone and everything”, an expression of the Company’s belief in the importance of attention to detail. By practicing this environmentally-friendly approach throughout our operations, we aim to demonstrate that it is possible to offer guests world-class experiences, while also conserving water, minimizing waste, and contributing to a better environment for “everyone and everything”.



Reporting Practices and Materiality

About This Report and Scope

This report covers the calendar year 2019 and builds upon the approach adopted for our prior sustainability report published in July 2019 which covered the calendar year 2018. It is designed to help our stakeholders better understand how Wynn approaches sustainability, how we manage ESG topics, and how we measure our performance. We include references to other Wynn publications and resources for the convenience of our readers. Comprehensive coverage of our financial performance can be found in our [2019 Annual Report](#).

This report was developed referencing existing local and globally recognized reporting frameworks. It has been prepared in accordance with the Appendix 27 of the listing rules of Hong Kong Exchanges and Clearing Limited (HKEX) ESG Reporting Guide and referencing the Global Reporting Initiative (GRI) Standards, covering the core operations and activities of Wynn. In addition, we prepared our carbon footprint disclosures using the GHG Protocol.

An ESG related Performance Table, HKEX ESG Reporting Guide Index, and a GRI Index are included at the end of the report to help readers more easily locate relevant information across the report and to demonstrate compliance with GRI Standards and the HKEX ESG Reporting Guide.



Material ESG Topics

As outlined in our Sustainability Principles, our approach to sustainability is inclusive of topics that we consider to be material and significant to our business practices. We use the concept of materiality as a framework for the allocation of financial and human capital and have set various internal goals for certain material topics, which we monitor on a quarterly basis. Executive management and the Board are responsible for our efforts toward ESG, and we have linked monetary awards to performance over said initiatives.

Each reporting cycle, we internally assess material ESG topics based on our business model and the industry in which we operate. We begin with a risk assessment and consider topics that may potentially impact our operations. We then review and prioritize all topics that stakeholders, especially investors, may find relevant in making investment decisions about the Company. We also make a comprehensive comparison to what our peers are reporting, and look to various frameworks including the GRI, HKEX ESG Reporting Guide, and Sustainability Accounting Standards Board (SASB) industry standards for reporting. We revisit these frameworks regularly and rely on external resources for updates to the evolving requirements.

For 2019, our material ESG topics have been revised based on an internal assessment with consideration of the above listed frameworks. The identified internal concerns were then mapped against external stakeholders concerns within the region. To strengthen our assessment, we also analyzed emerging trends that could impact our operations in the future.

Corporate governance is considered a material ESG topic. Governance is extensively covered within our [2019 Annual Report](#).

We have a comprehensive suite of policies and statements of procedures in place to govern our processes. For a summary of policies refer to our [Sustainability Principles](#).

Report Boundary

Following identification of our material topics, we determined the boundaries for each material issue with reference to HKEX ESG Reporting Guide, SASB, and GRI standards. This involved a boundary mapping exercise and subsequent validation and sign-off by relevant sustainability team members that support Wynn’s response to the relevant material topics.

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

Material Topics	Primary Impact		Primary Stakeholder Groups Affected
	Internal	External	
Environmental			
Climate Change / Emissions		X	Local communities, Macau government and governmental agencies
Energy Usage	X	X	Local communities, Macau government and governmental agencies
Water Usage	X	X	Local communities, Macau government and governmental agencies
Waste and Recycling	X	X	Local communities, Macau government and governmental agencies
Sourcing Responsibly		X	Local communities, Suppliers and local SMEs
Social			
Socio-Economic Impact		X	Investors, Macau government and governmental agencies, Suppliers and local SMEs, Non-governmental organizations
Employee Relations	X		Employees, Macau government and governmental agencies
Health and Safety	X	X	Employees, Guests, Macau government and governmental agencies
Community and Guests Relations		X	Local communities, Guests, Macau government and governmental agencies, Non-governmental organizations
Food Quality and Safety	X	X	Employees, Guests
Governance			
Governance	X	X	Investors, Macau government and governmental agencies, Non-governmental organizations
Anti-corruption	X	X	Macau government and governmental agencies, Non-governmental organizations
Responsible Gaming	X	X	Employees, Guests, Macau government and governmental agencies, Non-governmental organizations
Ethics	X	X	Employees, Guests, Macau government and governmental agencies

Our Stakeholders

The stakeholders we engage are selected based on their relationships with the Company, and include Wynn’s employees, suppliers and local SMEs, guests, investors, and representatives from non-governmental organizations, local communities, and Macau government bureaus. We consider our stakeholders as valued long-term partners and have set up strategic, collaborative business relationships to better understand the ever-evolving needs of those impacted by the activities and decisions of our Company. These collaborations shape the content of this report and help us communicate our progress to our stakeholders.

Macau Government Bureaus



Wynn values our relationship with the Macau SAR government bureaus and believes it is critical to understand government priorities.

HOW WE ENGAGE

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

Guests



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

HOW WE ENGAGE

- » Guest service
- » Marketing host and loyalty programs
- » Guest feedback questionnaires

Non-Governmental Organizations



Building good relationships with non-governmental organizations helps Wynn become aware of reputational and other risk issues related to its operations. It also helps Wynn better understand and address environmental, social, and governance issues as they arise.

HOW WE ENGAGE

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

Suppliers and Local SMEs



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

HOW WE ENGAGE

- » Business relationships and partnerships
- » Local SMEs partnerships

Employees



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

HOW WE ENGAGE

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

Investors



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

HOW WE ENGAGE

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

Local Communities



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

HOW WE ENGAGE

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

ESG Risks and Opportunities

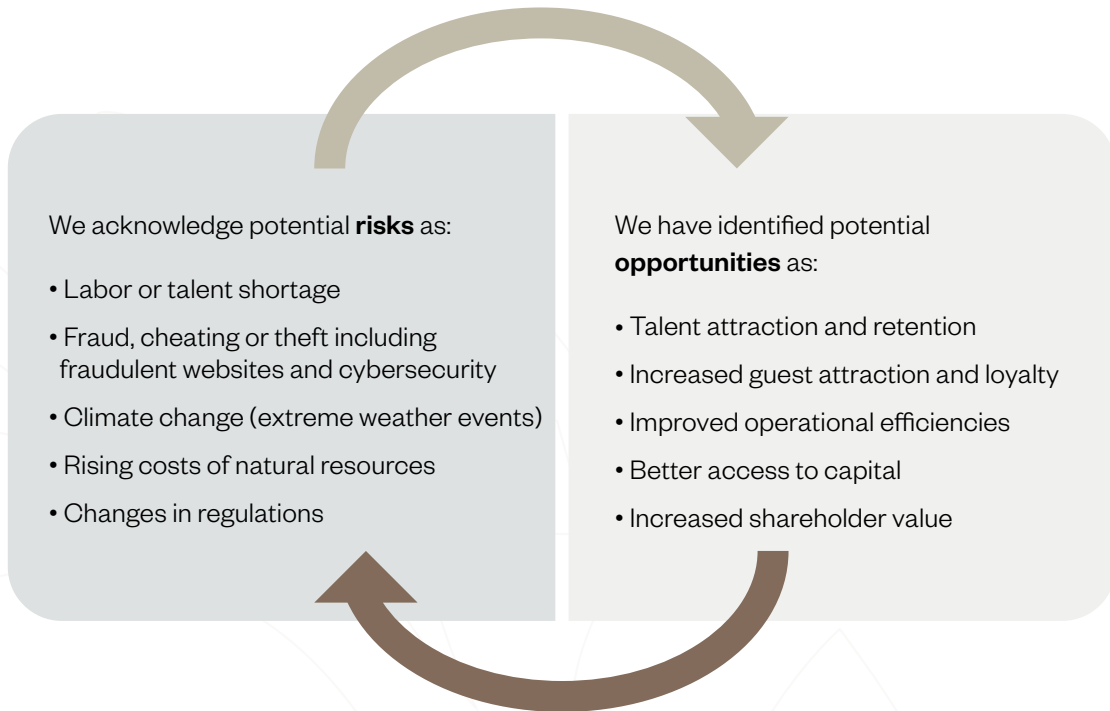
We recognize that the nature of our business and the environment in which we operate exposes us to potential risks, which occur in many ways and can impact our stakeholders, reputation, finances, operations, and the sustainability of our Company. Such business risks cover all aspects of our operations,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

Our Board has the ultimate responsibility for evaluating company-wide risks and for determining the nature and extent of which it is willing to take in achieving the Company's strategic objectives. As part of this integrated company-wide risk management process, the sustainability committee proactively evaluates sustainability risks by meeting on a regular basis.

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

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

For 2019:



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



Climate Change Risk

Wynn recognizes the risks of climate change to our business and has made it a material ESG topic. We do this because Macau is no stranger to extreme weather and each year this is brought into sharp focus during the summer typhoon season. Climate science forecasts the intensification of tropical storms and in response, Wynn is focusing on climate resilience measures and environmentally friendly practices. For example, in response to encouragement from the Macau government, we have created a typhoon preparedness volunteer crew to follow up with local communities after typhoons hit the area. Wynn has also taken several GHG emissions reduction measures (see the **Our Planet** section) over the years to do our part in addressing climate change risk.

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

The background is a solid orange color with various shades of darker orange. Overlaid on this are white line-art illustrations of leaves and flowers. The leaves are scattered across the upper left and middle sections, some with small circles inside. A large, stylized flower with five petals is located in the bottom right corner. The overall aesthetic is clean and modern.

Performance Metrics

Procurement

Procurement Spend percentage by Region	2017	2018	2019
Macau	71.9%	73.3%	76.1%
Hong Kong	20.3%	18.8%	14.7%
Others	7.8%	7.9%	9.2%

Procurement Suppliers percentage by Region	2017	2018	2019
Macau	46.4%	47.5%	50.0%
Hong Kong	30.7%	28.9%	27.5%
Others	22.9%	23.6%	22.5%

Employees

Workforce Demographics	2017	2018	2019
Total employees¹	12,914	13,604	13,674
By gender			
Male	6,456	6,819	6,877
Female	6,458	6,785	6,797
By age group			
Under 30 years old	3,362	3,208	3,051
(% of workforce)	(26.0%)	(23.6%)	(22.3%)
30-50 years old	7,251	7,869	7,984
(% of workforce)	(56.2%)	(57.8%)	(58.4%)
Over 50 years old	2,301	2,527	2,639
(% of workforce)	(17.8%)	(18.6%)	(19.3%)
Employees by gender (male/female)	50.0% / 50.0%	50.1% / 49.9%	50.3% / 49.7%
Employees at management level²	1,390	1,551	1,238
Management employees ²	10.8%	11.4%	9.1%
Turnover statistics			
Turnover rate ³	13.6%	14.6%	11.7%
Voluntary turnover rate ⁴	12.2%	12.9%	10.1%
Involuntary turnover rate ⁵	1.4%	1.7%	1.6%
Employee Health and Safety			
Injury rate (IR) (incidents per 200,000 hours)⁶	5.3	4.0	3.2
Lost days rate (LDR) (days per 200,000 hours)⁷	73.6	63.0	78.5
Absentee rate (AR) (% of total days worked)⁸	1.8%	2.0%	2.0%

¹ For 2019, total employees is calculated as the average number of employees at the beginning and at the end of the year, which is the change of methodology from previous years where we consider total employees at the end of the year.

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

³ Turnover rate is calculated using average employees as the denominator.

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

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

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

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

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

Employee Training

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

	2017	2018	2019
% of employees trained ⁹	69.7%	69.5%	96.6%
% of employees trained - male / female ⁹	64.2% / 75.1%	63.4% / 75.6%	96.2% / 96.9%
% of employees trained - management / non- management ⁹	74.4% / 69.2%	76.4% / 68.8%	95.1% / 96.7%
Average employee training (hours) - male / female ¹⁰	8.2 / 13.2	8.7 / 10.1	11.1 / 13.6
Average employee training (hours) - management / non- management ¹⁰	13.2 / 13.4	20.1 / 10.6	17.0 / 10.9
% of employees anti-corruption policies communicated	100%	NA	100%
Number of management employees receiving formal anti-corruption training	545	188	735

Community

	2017	2018	2019
Monetary donations (HK\$ millions)	103.6	101.6	140.4
Events ¹¹	47	100	156
Volunteer hours ¹²	8,510	10,573	15,959
WE volunteer team members	896	1,456	2,442
Events participants ¹³	2,198	2,912	4,519

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

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

¹¹ Events include both Wynn and non-Wynn organized events in which Wynn team members participated.

¹² Volunteer hours for 2019 includes friends and families of employees who also participated in the events (2,992 hours for 2019).

¹³ Event participants for 2019 includes friends and families of employees who also participated in the events (473 for 2019).

Environmental Performance

	2017	2018	2019
Nitrogen oxides emissions (NOx in kg per kilometer) (guest transport)	10,697	10,352	8,212
Sulphur oxides emissions (SOx in kg per liter) (guest transport)	23	23	18
Particulate matter emissions (PM in kg per kilometer) (guest transport)	1,059	1,024	812
Greenhouse gas emissions (t CO ₂ e) ¹⁴	273,010	249,614	253,375
Scope 1 emissions (t CO ₂ e)	15,910	16,233	14,825
Scope 2 emissions (t CO ₂ e) ¹⁵	257,100	233,381	238,550
Carbon intensity (tCO ₂ e per m ²)	0.33	0.31	0.31
Total energy consumption (mWh) ¹⁶	356,481	352,892	338,634
Energy consumption intensity (mWh per m ²) ¹⁷	0.44	0.43	0.42
Water consumption (m ³)	2,308,401	2,514,611	2,471,480
Water consumption intensity (m ³ per guest night)	2.5	2.7	2.6
Non-hazardous waste (tonnes)	12,288	14,025	15,177
Non-hazardous waste intensity (kg per m ²)	15.1	17.2	18.6

Recycling (Diverted waste in kgs)	2017	2018	2019
Cardboard	456,177	572,551	723,864
Glass	-	1,460	58,824
Cooking oil	39,690	40,457	57,119
Batteries	-	3,442	49,288
Scrap metal	12,659	10,359	19,695
Soap	7,496	8,908	11,255
Other	682	13,942	10,323
Total	516,704	651,119	930,368

¹⁴ Greenhouse Gas emissions are calculated based on the Greenhouse Gas Protocol.

¹⁵ The CEM electricity emissions factor changes each year based on the mix of purchased electricity. Electricity usage accounts for approximately 80% of our energy usage. The factor for 2019 increased by 5.4% and offset our energy efficiency gains.

¹⁶ Our energy consumption includes electricity, gas, diesel, natural gas and liquefied petroleum gas all converted to an equivalent unit. Our scope excludes offsite warehouses and dormitories, a small development office and the employee shuttle buses.

¹⁷ Energy consumption intensity is based on the resort footprint (m²) and includes gaming, convention, hotel, retail, and food and beverage operations.

Activity Metrics

For comparative purposes, we use meters squared and guest nights as the denominator for our intensity calculations. However, no two resorts are built the same. Several increases in activities are not captured as part of our intensity calculations including increased casino visitation, food and beverage covers, and employees. The overall increase in activity offsets some of our efforts to improve our metrics. There is no formula to use to directly compare unique resorts. Presented below are various activity metrics for the casino and gaming, hotel, and food & beverage industries. Our footprint (m²) has remained constant and guest nights remain flat while many other metrics have increased significantly.

	2017	2018	2019
Number of available room-nights	946,696	968,603	953,865
Guest nights	915,344	944,623	933,977
Average occupancy rate	96.7%	97.5%	97.9%
Average numbers of gaming tables	606	637	638
Average numbers of slots	1,940	1,942	1,861
Food & Beverage covers	3,140,840	3,579,038	3,918,902
Team dining room covers	3,443,768	3,744,168	3,904,541
Casino visitation	19,526,771	21,484,138	21,940,730
Employees	12,914	13,604	13,674



Content Index

HKEX ESG Reporting Guide Index

DISCLOSURES AND KPIS *RECOMMENDED DISCLOSURES	REPORTING LOCATION	FURTHER REMARKS
ASPECT A1 EMISSIONS		
General Disclosure	Our Planet – Emissions Reduction Reporting Practices and Materiality – Material ESG Topics	<p>We have internal emissions monitoring and auditing systems that span across the organization. Results are reported monthly and audited annually. The Sustainability team meets monthly with representatives throughout the company to communicate progress.</p> <p>To our knowledge, Wynn is not subject to any specific country, regional, or industry-level emissions regulations and policies.</p> <p>In 2019, there were no confirmed incidents of non-compliance or grievances confirmed in relation to environmental protection laws or regulations that have a significant impact on us.</p>
KPI A1.1	Our Planet - Emissions Reduction Performance Metrics	-
KPI A1.2		-
KPI A1.3	Our Planet – Waste Management Performance Metrics	Hazardous waste is not considered a material issue to Wynn as the nature of our business rarely creates such waste. Any hazardous waste we create is disposed according to local regulations.
KPI A1.4		-
KPI A1.5	Our Planet – Emissions Reduction Reporting Practices and Materiality – Material ESG Topics	-
KPI A1.6	Our Planet – Waste Management Performance Metrics	-
ASPECT A2 USE OF RESOURCES		
General Disclosure	Our Planet - Energy Efficiency / Water Conservation Reporting Practices and Materiality – Material ESG Topics	Our local and global environmental policies, in conjunction with Goldleaf – our environmental sustainability program and our four main environmental management objectives, provide guidance for the efficient use of our natural resources.
KPI A2.1	Our Planet - Energy Efficiency Performance Metrics	-
KPI A2.2	Performance Metrics Content Index	Water usage is comprehensive of resort operations, including water use from food & beverage operations and restrooms for mass visitation day guests. Water intensity is based on number of guest nights (hotel rooms occupied). Thus, not all variables (such as visitation, F&B covers, total employee) that may increase or decrease water usage are considered in the equation.
KPI A2.3	Our Planet – Energy Efficiency Performance Metrics	-
KPI A2.4	Content Index	All water consumption by Wynn is withdrawn from municipal water supplies provided by the Macau water supply authorities. To our knowledge, there is no issue in sourcing water that is fit for purpose in Macau.
KPI A2.5	Content Index	Wynn is primarily engaged in the provision of hospitality and gaming services. Packaging materials are not considered a Material ESG Topic, and are not disclosed for 2019.
ASPECT A3 THE ENVIRONMENT AND NATURAL RESOURCES		
General Disclosure	Our Planet Content Index	Our local and global environmental policies, in conjunction with Goldleaf – our environmental sustainability program and our four main environmental management objectives, provide guidance for the efficient use of our natural resources.
KPI A3.1	Our Planet	-

DISCLOSURES AND KPIS *RECOMMENDED DISCLOSURES	REPORTING LOCATION	FURTHER REMARKS
ASPECT B1 EMPLOYMENT		
General Disclosure	Our People – Our Core Behaviors Reporting Practices and Materiality – Material ESG Topics	–
KPI B1.1*	Performance Metrics	–
KPI B1.2*	Performance Metrics	–
ASPECT B2 HEALTH AND SAFETY		
General Disclosure	Our People – Health and Safety Reporting Practices and Materiality – Material ESG Topics	In 2019, there were no major incidents of non-compliance or grievances in relation to health and safety laws and regulations. There were no incidents of occupational disease in 2019.
KPI B2.1*	Performance Metrics	–
KPI B2.2*		–
KPI B2.3*	Our People – Health and Safety	–
ASPECT B3 DEVELOPMENT AND TRAINING		
General Disclosure	Our People – Learning and Advancement Reporting Practices and Materiality – Material ESG Topics	We have internal policies on training, development, and advancement which all guide our approach to employee training and education.
KPI B3.1*	Performance Metrics	–
KPI B3.2*	Performance Metrics	–
ASPECT B4 LABOR STANDARDS		
General Disclosure	Sustainability at Wynn – Living Our Principles / Our Code of Business Conduct and Ethics Reporting Practices and Materiality – Material ESG Topics	Our Sustainability Principles , Code of Business Conduct and Ethics, and adherence to local labor laws guide our approach to managing these topics. There were no incidents of child or forced labor in 2019.
KPI B4.1*	Sustainability at Wynn – Living Our Principles / Our Code of Business Conduct and Ethics Content Index	Our onboarding policies, practices and procedures prevent child or forced labor in our operations. The age and identity of our employees are verified and employment contracts are entered into with each of our employees.
KPI B4.2*	Content Index	Our onboarding policies, practices and procedures prevent child or forced labor in our operations. The age and identity of our employees are verified and employment contracts are entered into with each of our employees.
ASPECT B5 SUPPLY CHAIN MANAGEMENT		
General Disclosure	Our Communities – Responsible Procurement	–
KPI B5.1*	Our Communities – Responsible Procurement Performance Metrics	–
KPI B5.2*	Our Communities – Responsible Procurement / Supporting Local Small and Medium-Sized Enterprises Content Index	Information on our vendor vetting process, which details some social criteria, is available in the Our Communities – Responsible procurement section.

DISCLOSURES AND KPIS *RECOMMENDED DISCLOSURES	REPORTING LOCATION	FURTHER REMARKS
ASPECT B6 PRODUCT RESPONSIBILITY		
General Disclosure		<p>In 2019, there were no reported incidents of non-compliance concerning the health and safety impacts of products and services.</p> <p>In 2019, there were no reported incidents of non-compliance concerning product and service information and labeling.</p> <p>In 2019, there were no confirmed incidents of non-compliance or grievances confirmed concerning breaches of customer privacy and customer data.</p>
KPI B6.1*	<p>Our People - Caring for our Guests / Quality and Food Safety Reporting Practices and Materiality – Material ESG Topics Content Index</p>	Not material because we are primarily engaged in the provision of hospitality and gaming services. Details regarding our food safety procedures can be found in the section Our People – Quality and Food Safety . No products were subject to recall for health and safety reasons in 2019.
KPI B6.2*		We take any product or service-related complaints seriously. We have procedures to record and investigate the facts surrounding a complaint and will make changes to our offerings or provide solutions as appropriate.
KPI B6.3*		Our Legal department monitors our commitment and compliance to intellectual property rights protection.
KPI B6.4*		Our quality assurance process is a considered approach mandated across our service platforms.
KPI B6.5*		Our People - Caring for our Guests
ASPECT B7 ANTI-CORRUPTION		
General Disclosure	<p>Sustainability at Wynn – Living our Principles / Training Our Team Content Index</p>	All employees and senior management receive anti-corruption communication updates and training.
KPI B7.1*	Content Index	There were no incidents of corruption nor any identified legal cases regarding corrupt practices in 2019. We have not identified any non-compliance with laws and/or regulations.
KPI B7.2*	<p>Sustainability at Wynn – Living our Principles / Our Code of Business Conduct and Ethics</p>	-
ASPECT B8 COMMUNITY INVESTMENT		
General Disclosure	<p>Our Communities Reporting Practices and Materiality – Material ESG Topics</p>	To ensure the effectiveness of our community outreach programs, we engage with local non-governmental organizations to gauge their needs on a regular basis.
KPI B8.1*	Our Communities	-
KPI B8.2*	Our Communities – Local Economic Impact	-

GRI Index

This content index references information related to disclosures from the Global Reporting Initiative Sustainability Reporting Standards. The reported information may meet in part or in full the requirements of each GRI disclosure listed.

Some disclosures beyond our material ESG topics are also included as an effort to enhance our reporting practices and increase transparency for our stakeholders.

DISCLOSURE NO.	REPORTING LOCATION	FURTHER REMARKS
GRI 102: GENERAL DISCLOSURES		
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Wynn Macau, Limited (“WML”, “Wynn”, “we” or the “Company”)
102-2	Activities, brands, products, and services	» WML 2019 Annual Report – Management Discussion and Analysis » Wynn Macau and Wynn Palace websites
102-3	Location of headquarters	Rua Cidade de Sintra, NAPE, Macau SAR
102-4	Location of operations	Macau SAR, People’s Republic of China
102-5	Ownership and legal form	Public listed company on the Hong Kong Stock Exchange. Approximately 72% beneficially held by Wynn Resorts, Limited.
102-6	Markets served	WML 2019 Annual Report – Management Discussion and Analysis
102-7	Scale of the organization	Welcome - 2019 Highlights Our Communities – Local Economic Impact Performance Metrics WML 2019 Annual Report – Management Discussion and Analysis
102-8	Information on employees and other workers	Our People – Empowering Employees Performance Metrics WML 2019 Annual Report – Directors and Senior Management
102-9	Supply chain	Our Communities – Local Economic Impact / Responsible Procurement Performance Metrics –
102-10	Significant changes to the organization and its supply chain	In 2019, WML made no significant changes to the organization and supply chain.
102-11	Precautionary Principle or approach	WML 2019 Annual Report – Corporate Governance Report
102-12	External initiatives	» EarthCheck (EMS) Benchmarking » United Nations – Sustainable Development Goals (UN SDGs) » Hazard Analysis and Critical Control Points (HACCP) » Sino-American Logistics Council » Macau Productivity and Technology Transfer Center (CPTTM) » Macau Shipper’s Association
102-13	Membership of associations	» US Green Building Council – LEED Pilot Credit Committee member » PATA - Sustainability and Social Responsibility Committee member » International Association for Food Protection (IAFP) » Global Food Safety Initiatives (GFSI) » The Food Safety Consortium (FSC) – Hong Kong Polytechnic University
STRATEGY		
102-14	Statement from senior decision-maker	Welcome – A Message from Linda Chen –

DISCLOSURE NO.	REPORTING LOCATION	FURTHER REMARKS
GRI 102: GENERAL DISCLOSURES		
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	Welcome – Core Values Sustainability at Wynn – Living Our Principles
102-17	Mechanisms for advice and concerns about ethics	Sustainability at Wynn – Living Our Principles / Our Code of Business Conduct and Ethics
GOVERNANCE		
102-18	Governance structure	Sustainability at Wynn – Sustainability Governance WML 2019 Annual Report – Corporate Governance Report
102-20	Executive-level responsibility for economic, environmental, and social topics	Content Index Our Board directly supports our sustainability initiatives by prioritizing ESG goals to drive long-term corporate value.
102-26	Role of highest governance body in setting purpose, values, and strategy	Sustainability at Wynn – Sustainability Governance
102-32	Highest governance body's role in sustainability reporting	Content Index This report has been reviewed by WML's CEO and Board of Directors.
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	Reporting Practices and Materiality – Our Stakeholders
102-41	Collective bargaining agreements	Content Index Our employees are not members of a labor union and we are not party to any collective bargaining or similar agreements with our employees.
102-42	Identifying and selecting stakeholders	Reporting Practices and Materiality – Material ESG Topics
102-43	Approach to stakeholder engagement	Reporting Practices and Materiality – Material ESG Topics
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	Content Index WML 2019 Annual Report – Financial Statements – Notes to Financial Statements – 1. Corporate and Group Information
102-46	Defining report content and topic Boundaries	Reporting Practices and Materiality – About This Report and Scope / Material ESG Topics / Report Boundary
102-47	List of material topics	Sustainability at Wynn - Stakeholder Engagement and Material ESG Topics Reporting Practices and Materiality – Material ESG Topics
102-48	Restatements of information	Content Index There have been no material restatements during the period.
102-49	Changes in reporting	Reporting Practices and Materiality – Material ESG Topics
102-50	Reporting period	Reporting Practices and Materiality – About This Report and Scope The highlights, content and metrics shared in this report cover calendar year 2019. We have provided trend data where feasible.
102-51	Date of most recent report	Content Index The 2018 Sustainability Report was published in July 2019.
102-52	Reporting cycle	Reporting Practices and Materiality – About This Report and Scope
102-53	Contact point for questions regarding the report	Share Your Feedback Rishi Tirupari, Vice President - Sustainability

DISCLOSURE NO.	REPORTING LOCATION	FURTHER REMARKS
GRI 102: GENERAL DISCLOSURES		
REPORTING PRACTICE		
102-54	Claims of reporting in accordance with the GRI Standards	Reporting Practices and Materiality – About This Report and Scope
102-55	GRI content index	Content Index
MATERIAL TOPICS		
200 SERIES (ECONOMIC TOPICS)		
201: ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	Our Communities – Local Economic Impact
201-2	Financial implications and other risks and opportunities due to climate change	Reporting Practices and Materiality – ESG Risks and Opportunities
201-3	Defined benefit plan obligations and other retirement plans	Our People – Taking Care of Our Team
203: INDIRECT ECONOMIC IMPACTS		
203-2	Significant indirect economic impacts	Our Communities – Local Economic Impact
204: PROCUREMENT PRACTICES		
103-1 to 103-3*		Reporting Practices and Materiality – Material ESG Topics Our Communities – Local Economic Impact / Responsible Procurement
204-1	Proportion of spending on local suppliers	Our Communities – Local Economic Impact / Responsible Procurement Performance Metrics
205: ANTI-CORRUPTION		
103-1 to 103-3*		Sustainability at Wynn – Living Our Principles Reporting Practices and Materiality – Material ESG Topics
205-2	Communication and training about anti-corruption policies and procedures	Sustainability at Wynn – Living Our Principles / Training our Team Performance Metrics Content Index
205-3	Confirmed incidents of corruption and actions taken	Sustainability at Wynn – Living Our Principles / Training our Team Content Index
206: ANTI-COMPETITIVE BEHAVIOR		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Content Index

DISCLOSURE NO.	REPORTING LOCATION	FURTHER REMARKS
300 SERIES (ENVIRONMENTAL TOPICS)		
302: ENERGY		
103-1 to 103-3*	Our Planet - Energy Efficiency Reporting Practices and Materiality – Material ESG Topics	–
302-1 Energy consumption within the organization	Our Planet - Energy Efficiency Performance Metrics	Total energy consumption includes contracted guest bus fuel consumption.
302-2 Energy consumption outside of the organization		Contracted guest tour coach buses are included in our calculations.
302-3 Energy intensity		Energy usage intensity is comprehensive of resort operations including gaming, convention, hotel, retail and food & beverage operations. The intensities are calculated based on resort footprint in square meters which remains mostly constant. Thus, not all variables (such as visitation, F&B covers, total employees) that may increase or decrease energy usage are considered in the equation.
303: WATER		
103-1 to 103-3*	Our Planet – Water Conservation Reporting Practices and Materiality – Material ESG Topics	–
303-5 Water consumption	Content Index	Wynn is taking steps to monitor and reduce our water usage. Our programs include investing in smart technologies, monitoring water use on a functional basis, aligning best practices among our resorts, and investing in equipment to reduce our water use intensity. At all our resorts, we take steps to utilize technology that uses water more efficiently. Evaporation and runoff are also minimized through our drip irrigation systems.
305: EMISSIONS		
103-1 to 103-3*	Our Planet – Emissions Reduction Reporting Practices and Materiality – Material ESG Topics	–
305-1 Direct (Scope 1) GHG emissions	Our Planet – Emissions Reduction Performance Metrics	–
305-2 Energy indirect (Scope 2) GHG emissions		
305-4 GHG emissions intensity		
305-5 Reduction of GHG emissions		
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		
306: EFFLUENTS AND WASTE		
103-1 to 103-3*	Our Planet – Waste Management Reporting Practices and Materiality – Material ESG Topics	–
306-2 Waste by type and disposal method	Our Planet – Waste Management Performance Metrics	–

DISCLOSURE NO.	REPORTING LOCATION	FURTHER REMARKS
400 SERIES (SOCIAL TOPICS)		
401: EMPLOYMENT		
103-1 to 103-3*	Our People – Empowering Employees Reporting Practices and Materiality – Material ESG Topics	-
401-1	New employee hires and employment turnover	Our People – Empowering Employees Performance Metrics
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People – Empowering Employees / Taking Care of Our Team
401-3	Parental leave	Our People – Empowering Employees / Local and Inclusive
403: OCCUPATIONAL HEALTH & SAFETY		
103-1 to 103-3*	Our People – Empowering Employees / Health and Safety Reporting Practices and Materiality – Material ESG Topics	-
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Performance Metrics
404: TRAINING & EDUCATION		
103-1 to 103-3*	Our People – Empowering Employees / Learning and Advancement Reporting Practices and Materiality – Material ESG Topics	-
404-1	Average hours of training per year per employee	Performance Metrics
404-2	Programs for upgrading employee skills and transition assistance programs	Our People – Empowering Employees / Learning and Advancement / Developing Wynn Talent
406: NON-DISCRIMINATION		
103-1 to 103-3*	Our People – Empowering Employees / Our Core Behaviors Reporting Practices and Materiality – Material ESG Topics	WML Sustainability Principles – Social Principles – Sexual Harassment and Discrimination Wynn has a policy and annual training covering non-discrimination. Human Resources has the overall responsibility for maintaining effective enforcement of non-discrimination and harassment policies.
406-1	Incidents of discrimination and corrective actions taken	Content Index No incidents of discrimination were reported in 2019.
408: CHILD LABOR		
103-1 to 103-3*	Sustainability at Wynn – Living Our Principles / Our Code of Business Conduct and Ethics Reporting Practices and Materiality – Material ESG Topics	Our Sustainability Principles, Code of Business Conduct and Ethics, and adherence to local labor laws guide our approach to managing these topics.
408-1	Operations and suppliers at significant risk for incidents of child labor	Content Index WML Sustainability Principles – Social Principles – Child and Forced Labor Our onboarding policies, practices and procedures prevent child or forced labor in our operations. The age and identity of our employees are verified and employment contracts are entered into with each of our employees.

DISCLOSURE NO.	REPORTING LOCATION	FURTHER REMARKS
400 SERIES (SOCIAL TOPICS)		
409: FORCED OR COMPULSORY LABOR		
103-1 to 103-3*	Sustainability at Wynn - Living Our Principles / Our Code of Business Conduct and Ethics Reporting Practices and Materiality – Material ESG Topics	Our Sustainability Principles, Code of Business Conduct and Ethics, and adherence to local labor laws guide our approach to managing these topics.
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Content Index	WML Sustainability Principles – Social Principles – Child and Forced Labor Our onboarding policies, practices and procedures prevent child or forced labor in our operations. The age and identity of our employees are verified and employment contracts are entered into with each of our employees.
413: LOCAL COMMUNITIES		
103-1 to 103-3*	Our Communities Reporting Practices and Materiality – Material ESG Topics	–
413-1 Operations with local community engagement, impact assessments, and development programs	Our Communities	–
416: CUSTOMER HEALTH AND SAFETY		
103-1 to 103-3*	Our People - Caring for our Guests Reporting Practices and Materiality – Material ESG Topics	–
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Content Index	In 2019, there were no reported incidents of non-compliance or grievances confirmed concerning safety impacts of products and services. No products were subject to recalls for health or safety reasons.
418: CUSTOMER PRIVACY		
103-1 to 103-3*	Our People - Caring for our Guests Reporting Practices and Materiality – Material ESG Topics	–
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Content Index	In 2019, there were no reported incidents of non-compliance or grievances confirmed concerning breaches of customer privacy and customer data.

* 103-1 to 103-3: Explanation of the material topic and its boundary. The management approach and its components. Evaluation of the management approach.