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Wynn Macau, Limited

永利澳門有限公司\*

(incorporated in the Cayman Islands with limited liability)

(Stock Code: 1128 and Debt Stock Codes: 5279, 5280, 40102, 40259, 40357, 5754)

## GRANT OF AWARDS

Reference is made to the employee ownership scheme (the “**Employee Ownership Scheme**”) adopted by Wynn Macau, Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) on 25 May 2023, as amended from time to time.

The board (the “**Board**”) of directors (the “**Directors**”) of the Company hereby announces that on 25 March 2024, the Company granted awards (the “**Awards**”) under the Employee Ownership Scheme to certain employees of the Group (including one executive Director) (the “**Selected Participants**”) to subscribe for an aggregate of 6,977,787 ordinary shares of HK\$0.001 each in the share capital of the Company (the “**Shares**”), representing approximately 0.13% of the issued share capital of the Company as at the date of this announcement, subject to acceptance by the Selected Participants.

Details of the Awards granted are as follows:

Date of the grant	: 25 March 2024 (the “ <b>Date of Grant</b> ”)
Selected Participants	: one executive Director, namely Mr. Frederic Jean-Luc Luvisutto, and 151 other employees of the Group
Number of Awards granted	: An aggregate of 6,977,787 Shares, among which, 2,365,896 Shares were granted to one executive Director and the remaining 4,611,891 Shares were granted to 151 other Selected Participants of the Group
Purchase price of the Awards granted	: Nil
Closing price per Share on the Date of Grant	: HK\$7.05

\* For identification purpose only

Vesting period

: The Awards granted to one executive Director shall be vested as follows:

- Awards representing 1,290,466 Shares shall be vested 1/3 on 28 February 2025 and 1/3 on 28 February 2026 upon achieving the performance targets of the Company, and the remaining 1/3 will be vested on 19 January 2026, subject to his continued service in the Group.
- Awards representing 537,715 Shares shall be vested 1/3 on 28 February 2025, 1/3 on 28 February 2026 and 1/3 on 28 February 2027 upon achieving the performance targets of the Company.
- Awards representing 537,715 Shares shall be vested 1/3 on 31 January 2025, 1/3 on 31 January 2026 and 1/3 on 31 January 2027, subject to his continued service in the Group.

The Awards granted to two other Selected Participants shall be vested as follows:

- 50% Awards granted to each of them shall be vested 1/3 on 28 February 2025, 1/3 on 28 February 2026 and 1/3 on 28 February 2027 upon achieving the performance targets of the Company.
- 50% Awards granted to each of them shall be vested on 1/3 on 31 January 2025, 1/3 on 31 January 2026 and 1/3 on 31 January 2027, subject to their continued service in the Group.

The Awards granted to other 149 Selected Participants shall have a cliff vesting on 31 January 2027.

If the vesting date pursuant to the vesting schedules above is not a business day, the vesting date shall be the business day immediately thereafter.

Pursuant to the Employee Ownership Scheme, the vesting period for any Award granted shall not be less than 12 months from the date of grant of such Award, unless a shorter vesting period under specific circumstances as set out in the Employee Ownership Scheme. The Awards will vest in several batches, with a total vesting period of more than 12 months. Due to administrative reasons, the period between the Date of Grant and the first vesting date for three Selected Participants (including one executive Director) is less than 12 months to reflect the time from which the Awards would have been granted.

Performance targets : A portion of the Awards granted to three Selected Participants (including one executive Director) are subject to performance targets relating to the operating and financial performance of the Group, which will be assessed based on the pre-established financial goals of the Company.

The remuneration committee of the Company will assess whether the performance targets are satisfied before the vesting of the Awards on an individual basis.

The Awards granted to the other 149 Selected Participants are not subject to performance targets.

Clawback/Lapse mechanism : Where a Selected Participant's service or employment with the Group has been terminated by the Group by reason of, among others, (i) resignation of the Selected Participant's employment with the Group, (ii) misconduct or otherwise pursuant to law or the relevant employment or engagement contract, or (iii) the violation of any agreement, the Group's policy or any other applicable laws and regulations by the Selected Participant, the Selected Participant will cease to be an eligible participant and the Awards granted will automatically lapse.

No financial assistance : The Group has not provided any financial assistance to the Selected Participants to facilitate the purchase of Shares under the Employee Ownership Scheme.

The purposes of the Employee Ownership Scheme are (i) to align the interests of eligible participants with those of the Company and its shareholders as a whole; (ii) to motivate and attract the eligible participants to enhance the value of the Company and its Shares for the benefits of the Company and the eligible participants; and (iii) to recognize and encourage eligible participants to make contributions to the long-term growth and profits of the Group. The remuneration committee of the Company believes that the grant of Awards and the relevant vesting period is appropriate and in line with the market practice and the purposes of the Employee Ownership Scheme. The grant of Awards to Mr. Frederic Jean-Luc Luvisutto has been approved by the independent non-executive Directors in accordance with the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”) and the Employee Ownership Scheme. Mr. Frederic Jean-Luc Luvisutto has abstained from voting in the Board resolution with respect to the approval of the grant of Awards. The grant of Awards hereunder is not subject to approval by the shareholders of the Company under the Listing Rules.

To the best of the Directors’ knowledge, information and belief having made all reasonable enquiries, save as disclosed above, none of the Selected Participants is (i) a Director, chief executive or substantial shareholder of the Company or their respective associates or otherwise a connected person of the Company; (ii) a participant with awards and options granted and to be granted exceeding 1% individual limit under the Listing Rules; and (iii) a related entity participant or service provider with awards and options granted and to be granted in any 12-month period exceeding 0.1% of the issued Shares.

The grant of Awards will be satisfied by issuance of new Shares within the scheme mandate limit under the Employee Ownership Scheme. After the above grant of Awards, 509,282,047 and 10,476,863 underlying Shares will be available for future grant under the scheme mandate limit and service provider sublimit of the Employee Ownership Scheme, respectively.

By order of the Board  
**Wynn Macau, Limited**  
**Dr. Allan Zeman**  
*Chairman*

Hong Kong, 25 March 2024

*As at the date of this announcement, the Board comprises Craig S. Billings and Frederic Jean-Luc Luvisutto (as Executive Directors); Linda Chen (as Executive Director and Vice Chairman); Ellen F. Whittemore and Julie M. Cameron-Doe (as Non-Executive Directors); Allan Zeman (as Independent Non-Executive Director and Chairman); and Lam Kin Fung Jeffrey, Bruce Rockowitz, Nicholas Sallnow-Smith and Leah Dawn Xiaowei Ye (as Independent Non-Executive Directors).*