



# WYNN MACAU, LIMITED 2024 SUSTAINABILITY REPORT

(incorporated in the Cayman Islands with limited liability)

Stock Code: 1128

*Wynn* 永利®



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## SHARE YOUR FEEDBACK

We welcome feedback and questions on this report and encourage you to send them to our Sustainability team at [sustainability@wynnpalace.com](mailto:sustainability@wynnpalace.com).

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

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# Welcome to Wynn



## A Message from Linda Chen

At Wynn, we take pride in the sustainability milestones we have achieved. Our accomplishments are a testament to our commitment to upholding our core values – to be service-driven, create artistry and excellence in all that we do, and to continually innovate and expand on how we curate our customer experiences at our properties – while also striving to make a meaningful difference in the community we serve. As we continue those commitments we also continue to evolve our efforts in support of our sustainability goals. We remain steadfast in our mission to balance progress with purpose, ensuring that every step forward aligns with our vision of a more sustainable and inclusive future for all.

Sustainability has become an indispensable metric that guides the development of every aspect of our business. As part of this focus, we support the Macau government's "Long-term Decarbonization Strategy" by exploring opportunities to incorporate sustainable practices into our business and promote sustainable tourism. For example, Wynn was the first integrated resort in Macau to partner with a local small and medium-sized enterprise (SME) to recycle our used playing cards, greatly reducing the environmental impact and promoting a circular economy. We also continue to be the only resort operator in Macau to have all our properties EarthCheck certified. Responsible procurement is another aspect of how we showcase our commitment to sustainability and

ethical sourcing in Macau. In 2024, for example, Wynn achieved our goal of sourcing our chicken eggs 100% cage-free, a year ahead of our original goal. This initiative not only demonstrates our support to animal welfare but also benefits the environment by promoting sustainable farming practices and enhances the quality of food served to guests. Beyond this, Wynn also remains committed to a wide range of sustainability efforts, including continued energy efficiency, water conservation, and waste management.

Supporting local SMEs is another vital focus for Wynn. We continue to promote a collaborative environment that yields great advantages for all stakeholders and builds on a more resilient and dynamic marketplace where local businesses can thrive and in 2024, 85.5% of our total procurements came from local Macau suppliers. With the launch of our SME support programs, which commenced in 2023, we find ways to assist SMEs in fully optimizing their productivity, raising their professional standards, and empowering them to expand their businesses, which, in turn, has contributed towards the growth and diversification of Macau's economy.

Employee training and talent cultivation are investments we make in the wellbeing and advancement opportunities for our employees. Our dedication to employee development is paramount to who we are as a Company, and our team members this year completed nearly 400,000 training hours, encompassing a total of 4,700 courses through our classroom and online training offerings. In recognition of our best-in-class learning and advancement programs, Wynn was the sole recipient in Macau honored with the "Investment in People" accolade from the Asia Responsible Enterprise Awards (AREA) 2024 and awarded the Association for Talent Development (ATD) 2024 Global Champion Award, underscoring our unwavering dedication to nurturing employee growth and leadership potential.

Wynn also continued to conduct various activities to enhance the vocational and technical skills of the local youth. Among these initiatives, Wynn hosted the "2024 U18 Youth Career and Leadership Development Program" for the third consecutive year and welcomed a group of 35 students to Wynn Las Vegas for a two-week study mission arranged by the University of Macau. Through these initiatives, Wynn continues to empower the next generation to become future leaders in the hospitality and tourism sectors.

In support of the Macau government's effort to promote "Tourism + Education" and inspire the

youth talent to pursue careers in hospitality through sustainable education, Wynn collaborated with various top-tier universities to introduce the "Wynn Educational Tour", offering students an in-depth understanding of the industry, exposure to real-life hotel operations, and insights into Macau's rich culture.

Our support to the Macau government's ongoing "1+4" adequate diversification development strategy continued to be one of Wynn's key focuses in 2024. Some of this year's highlights included the highly acclaimed "Wynn Signature – 2024 Hypercar Exhibition" and "Wynn Signature Chinese Wine Awards". The lining up of such a collection of exclusive, luxury cars for the first time ever in the Greater Bay Area and the launch of the largest exclusively Chinese wine rating system in the world showcased our dedication towards supporting Macau's diversification goals, attracting customers and consumers internationally and curating experiences which are unavailable elsewhere in the region. These unique selling points also help Macau to continue growing its reputation as a World Centre of Tourism and Leisure and create platforms by which Macau can build on for years to come. Separately, we also commenced with the largest golf tournament ever brought to Macau in 2024, the "International Series Macau presented by Wynn". This event, brought together with LIV Golf, showcased some of the best golfers in the world coming to Macau, and drew crowds from all over the region. Events such as the International Series Macau demonstrate our commitment toward elevating Macau's position in the global sports arena and providing meaningful international experiences for visitors coming to Macau. Within the community itself, our ongoing efforts to support and advance the Rua da Felicidade revitalization project have also significantly contributed towards enriching its cultural and tourism elements and providing activations within that community that have attracted significant volumes of visitors to this historical district. With our continued focus on the creation of thoughtful and expanded tourism

experiences and our thoughtful programming of a slate of new events in support of diversification, Wynn hopes to entice more visitors to Macau and the Greater Bay Area, boosting the sustainable development of Macau's tourism industry over the long term.

Wynn's dedication to community support and philanthropy is exemplified through the initiatives led by our Wynn Care Foundation, which focuses on six key areas: youth and education, entrepreneurship and innovation, cultural and sports industries, rural revitalization, underprivileged group support and special medical and educational needs. Meanwhile, our team members actively engage in community service, dedicating 10,278 hours of volunteer services, and mobilizing 2,845 volunteers to participate in various activities this year. These efforts reflect Wynn's holistic approach to giving back, combining resources, time, and passion to create a lasting impact in the communities that we serve.

Wynn is dedicated to continuously improving its environmental practices and fostering a culture of sustainability within the hospitality industry. By setting goals and embracing responsible initiatives we aim to inspire positive change, not only for our operations and our employees but also for the broader economy. As the company continues its sustainability journey, we set powerful examples for the industry, proving that a commitment to sustainability is not just a goal, but a continuous, transformative process that benefits both present and future generations.



**Linda Chen**

President, Vice Chairman and Executive Director  
Wynn Macau, Limited

# 2024 Highlights

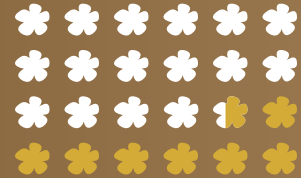
## EMPOWERING EMPLOYEES



WE EMPLOY  
**11,419**  
TEAM MEMBERS ON AVERAGE  
IN 2024 AT WYNN



NEARLY  
**400,000**  
TRAINING HOURS  
PROVIDED



**31.2%**  
OF OUR ORIGINAL WYNN MACAU  
TEAM MEMBERS FROM 2006 STILL  
WORKED WITH US IN 2024

## FORTIFYING VIBRANT COMMUNITIES



DONATIONS AND  
SPONSORSHIPS OF  
**HK\$85.9M**  
GIVEN TO COMMUNITY GROUPS  
AND NON-PROFIT  
ORGANIZATIONS

**2,845**  
VOLUNTEER  
PARTICIPANTS  
CONTRIBUTED



**10,278**  
HOURS OF  
VOLUNTEER ACTIVITIES



**85.5%**  
OF TOTAL PROCUREMENT  
SPEND FROM  
LOCAL MACAU SUPPLIERS

## CHAMPIONING ENVIRONMENTAL STEWARDSHIP



WASTE DIVERSION  
INCREASED BY  
**115%**  
AS COMPARED TO 2023



NEARLY  
**51**  
METRIC TONS OF  
SOAP RECYCLED  
THROUGH CLEAN THE WORLD ASIA  
SINCE 2014



PROCUREMENT SPEND ON  
SUSTAINABLE SEAFOOD  
INCREASED BY  
**41.6%**  
AS COMPARED TO 2023

# Awards



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

Wynn Resorts has earned 22 FTG Five-Star Awards in 2024, more than any other independent hotel company in the world.



## WYNN RESORTS RECOGNIZED ON FORTUNE MAGAZINE'S 2024 LIST OF WORLD'S MOST ADMIRED COMPANIES

Wynn Resorts has been recognized on FORTUNE Magazine's World's Most Admired Companies list for 2024.



## 5 MICHELIN STARS AWARDED TO 3 WYNN SIGNATURE RESTAURANTS

Wing Lei and Mizumi at Wynn Macau each retained two MICHELIN Stars. Chef Tam's Seasons at Wynn Palace earned one MICHELIN star within its first year of opening.



## TWO WYNN SIGNATURE RESTAURANTS RANKED ON THE 2024 BLACK PEARL RESTAURANT GUIDE

Our Chinese restaurant Golden Flower at Wynn Macau and the SW Steakhouse at Wynn Palace both received the "One-Diamond Restaurant" award.



## TRIPADVISOR TRAVELERS' CHOICE AWARDS 2024

Wynn Palace earned the "Best of the Best" title and Wynn Macau receives the "Travelers' Choice" accolade from Tripadvisor's Traveler's Choice Awards for 2024. Wynn Palace also ranked among the top 25 hotels and top 25 luxury hotels in China.



## "INVESTMENT IN PEOPLE" HONOR FROM THE ASIA RESPONSIBLE ENTERPRISE AWARDS 2024

Wynn was awarded the "Investment in People" accolade for the success of its "Wynn Management Development Program" from the Asia Responsible Enterprise Awards 2024.



## ASSOCIATION FOR TALENT DEVELOPMENT 2024 GLOBAL CHAMPION AWARD

Wynn was awarded the Association for Talent Development (ATD) 2024 Global Champion Award in recognition of Wynn's continued advancement of learning and development and for its ongoing support of community collaborations and innovation to support growing global talent development.



## EARTHCHECK SILVER CERTIFICATION

Wynn retained our Silver Certification from EarthCheck, the world's leading scientific benchmarking, certification and advisory group in 2024. Wynn is the only resort operator in Macau to have all its properties EarthCheck certified.



## ACHIEVED REMARKABLE RESULTS IN TWO CHINESE UNIVERSITY OF HONG KONG BUSINESS SUSTAINABILITY INDICES (CUHK BSI)

Wynn was ranked among the top 10 enterprises in the fourth Greater China Hotel Business Sustainability Index (Hotel BSI) and the top 20 enterprises in the fifth Greater Bay Area Business Sustainability Index (GBABSI) in the 2024 assessment conducted by the CUHK.

# Welcome to Wynn Macau, Limited

Based out of Las Vegas, Nevada, Wynn Resorts, Limited (Wynn Resorts) is a developer and operator of integrated destination casino resorts. A majority-owned subsidiary of National Association of Securities Dealers Automatic Quotation System (NASDAQ) listed Wynn Resorts, Wynn Macau, Limited, is traded on the Main Board of The Stock Exchange of Hong Kong Limited (Hong Kong Stock Exchange) in the Hong Kong Special Administrative Region of the People's Republic of China (Hong Kong) and is the owner and operator of two integrated resorts, Wynn Palace and Wynn Macau, 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 has maintained 22 FTG Five-Star Awards in 2024, more than any other independent hotel company in the world. Beyond Wynn Resorts' highly rated resorts in Las Vegas and Boston, Wynn Macau maintains its exclusive status as the only resort worldwide with eight FTG Five-Star awards, while Wynn Palace continues to have the most FTG Five-Star restaurants of any individual resort in the world.

## WYNN MACAU

Wynn Macau is a luxury hotel and casino resort located in the heart of Macau peninsula with two luxury hotel towers, restaurants and bars, meeting and convention space, retail, two opulent spas, and a rotunda show.

## WYNN PALACE

Wynn Palace is a luxury integrated resort located in Cotai, Macau. Designed as a floral-themed destination with exquisite rooms, suites and villas, a casino, restaurant and bars, meeting and convention space, designer retail, SkyCabs that traverse a Performance Lake, an extensive collection of rare art, state-of-the-art spa with a cryo chamber, salon, and recreation facilities.

# Our Core Values

EXCELLENCE

ARTISTRY

SERVICE DRIVEN

PROGRESSIVE

Wynn's core values describe the heart of our Company's most valuable asset—our people. Our employees genuinely care for our guests, provide the highest level of service, and create unparalleled guest experiences that make Wynn the place to "see and be seen". Wynn employees are the best at what they do because of our rigorous training, leadership development, and a culture of proprietorship.





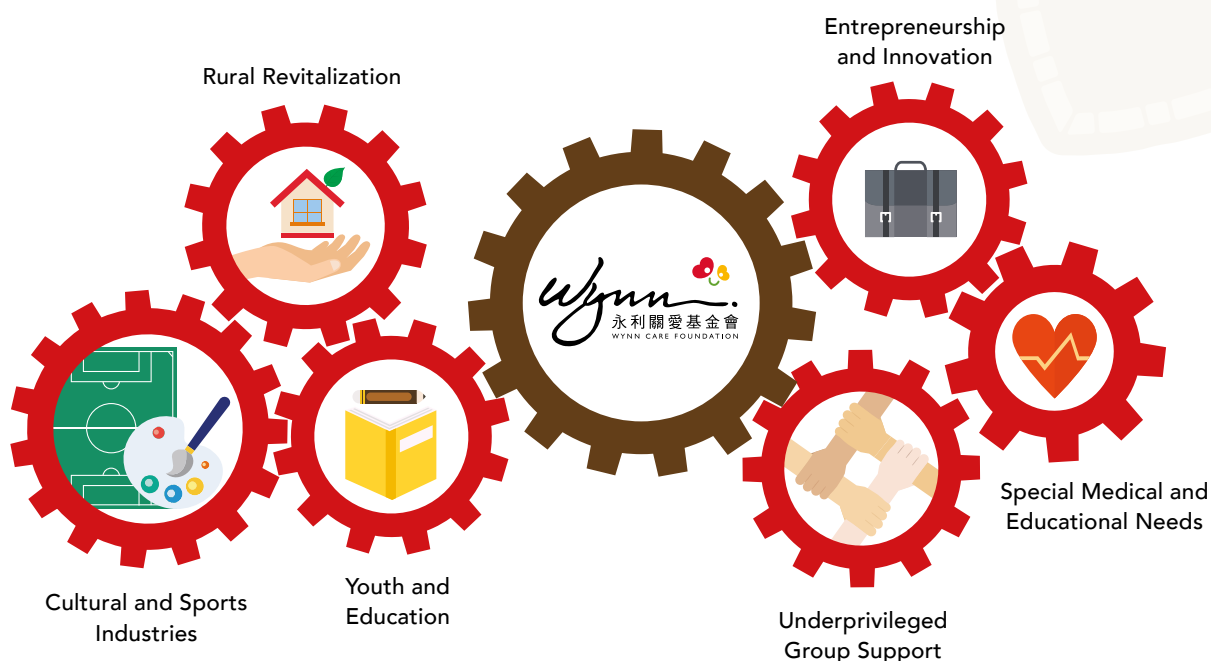
Since its establishment in 2002, Wynn has always regarded community care as a key priority. Over the years, we have been dedicated to promoting the prosperity of Macau and have made positive impacts here, in mainland China, and in other areas.

At Wynn, we understand that organized effort empowers businesses to fulfill their social responsibilities more effectively. To this end, Wynn established a volunteer team to bring positive energy to local urban communities through voluntary service. In 2018, Wynn Care was established to signify our charitable efforts in leveraging resources from various Wynn departments and our external partners to jointly create positive synergy in our community and the wider world.

In 2020, the Wynn Care Foundation was established with the approval of the Chief Executive of Macau to enhance our continued

commitment to the public to serve the community in collaboration with the governments of mainland China and Macau, as well as public and private entities. We strive to make social contributions to six identified focus areas: youth and education, entrepreneurship and innovation, cultural and sports industries, rural revitalization, underprivileged group support, and special medical and educational needs.

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



# Goldleaf Sustainability Program

Wynn takes a progressive approach to environmental sustainability. Through our philosophy: Care for both our guests and our planet, we provide award-winning service at our resorts that respects communities, people, and the environment. Our sustainability program employs four practices to lead the Company into a responsible future: Invent Solutions, Add Value, Take Action, and Scale Knowledge.



1

## INVENT SOLUTIONS

We are unique in our ability to invent sustainable solutions that raise the 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 Sustainability Goals

Wynn employees take ownership of the guest experience, providing exceptional service with genuine empathy and a passion for surpassing guest expectations. We purposefully speak first about our people because Wynn employees are the creators of the unforgettable experiences for which our guests return. Our resorts allow us to provide superior service and an ability to surprise and delight customers while respectfully stewarding our planet and communities.

## Company Commitments

Wynn makes commitments that go far beyond responsible business practices. The Company continues to lead through the challenges presented by an evolving climate and adapting world. Wynn pursues programs to enrich and connect our communities, diversify leadership at the highest level of the Company, and decarbonize our operations.

## Our Sustainability Goals

Wynn has established these goals to address climate change. By prioritizing decarbonization and integrating it into daily operations and strategies, we are protecting our business from the adverse effects of climate change. We make these commitments to benefit the environment, our guests, employees, and the communities we serve.

### NET-ZERO BY 2050:

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

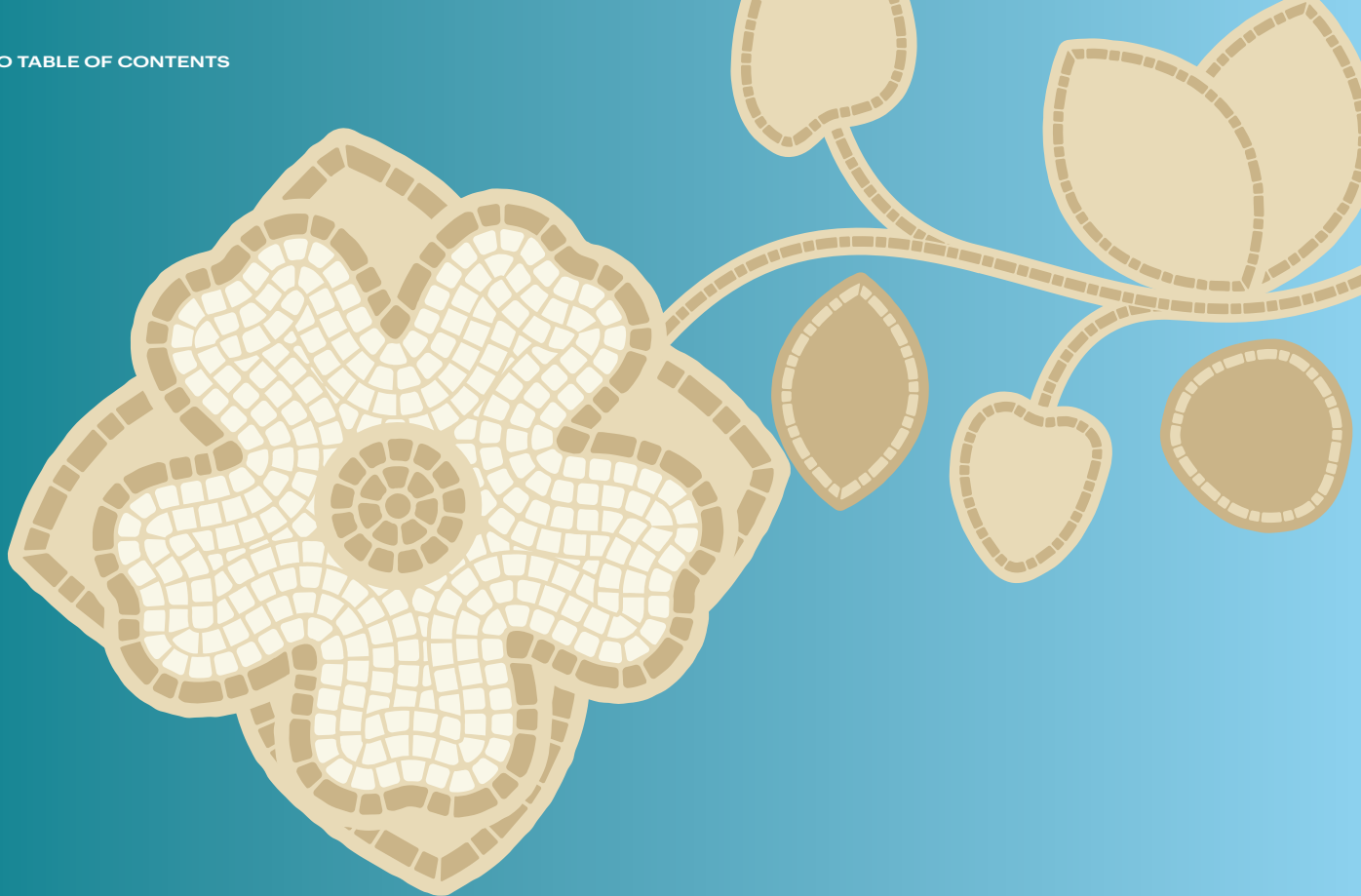
### CARBON DIOXIDE EMISSIONS PEAK BY 2030:

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

Our goals and strategy are aligned with the recommendations made by the Intergovernmental Panel on Climate Change for limiting global warming to below 1.5 degrees Celsius, as referenced in the 2015 Paris Climate Accord. Our corporate sustainability goals are continuously informed by new findings in climate science.

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





# Our Approach to Sustainability



# Our Approach to Sustainability

Wynn is dedicated to excellence. As a premium operator, we understand that providing the ultimate luxury experience is contingent upon integrating sustainability into our business objectives, strategies, and operations. To this end, Wynn's Goldleaf Sustainability Program and sustainability policy guide every step towards our sustainability goals.

Throughout our journey to fulfill our commitments, we choose to openly and comprehensively disclose environmental, social, and governance (ESG) related information to our stakeholders so that they can receive reliable, comparable, and verifiable information on our progress.

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## Our Stakeholders

At Wynn, we understand the importance of continuous, active, two-way engagement with our stakeholders. The participation of stakeholders is integral to developing and achieving an accountable and strategic approach to sustainability and related policies.

We consider our stakeholders as valued long-term partners and are dedicated to establishing strategic and collaborative business relationships that allow us to better understand the dynamic needs of the communities and vulnerable groups impacted by our Company's operations and supply chain. These collaborations are fundamental in shaping our sustainability reporting, ensuring it accurately reflects our ongoing progress and engagement with our stakeholders.

The Board of Directors (the Board) oversees the implementation and ongoing operations of our stakeholder engagement processes. Our engagement strategy includes both internal and external stakeholders, including Wynn's employees, suppliers, local SMEs, guests, investors, representatives from non-governmental organizations (NGOs), local community groups, and government entities.

To further strengthen our commitment to effective communication, we have implemented stakeholder engagement programs, established clear communication channels for stakeholders to connect with us, and provided capacity-building initiatives to empower local stakeholders in their interactions with Wynn. We conduct surveys and reviews periodically to assess local stakeholders' perceptions of our engagement strategy, hold meetings to identify foreseeable concerns, and have set up a complaints and grievance mechanism to track grievances and ensure potential resolutions while addressing community concerns.

## Government



Wynn values our relationship with the Macau government and believes this relationship is critical to understanding government priorities.

### HOW WE ENGAGE

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

## Investors



Wynn engages with our 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

## Guests



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

### HOW WE ENGAGE

- » Guest service
- » Marketing host and loyalty programs
- » Guest feedback questionnaires
- » Media communications channels

## 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
- » Employee informational exhibitions
- » Reward and recognition programs
- » Wynn Stories and culture champions
- » Surveys and interviews

## 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 our carbon footprint.

### HOW WE ENGAGE

- » Business relationships and partnerships
- » Partnerships with local SMEs
- » Surveys and interviews
- » Trainings, seminars and forums

## 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
- » Community activations

## NGOs



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

### HOW WE ENGAGE

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

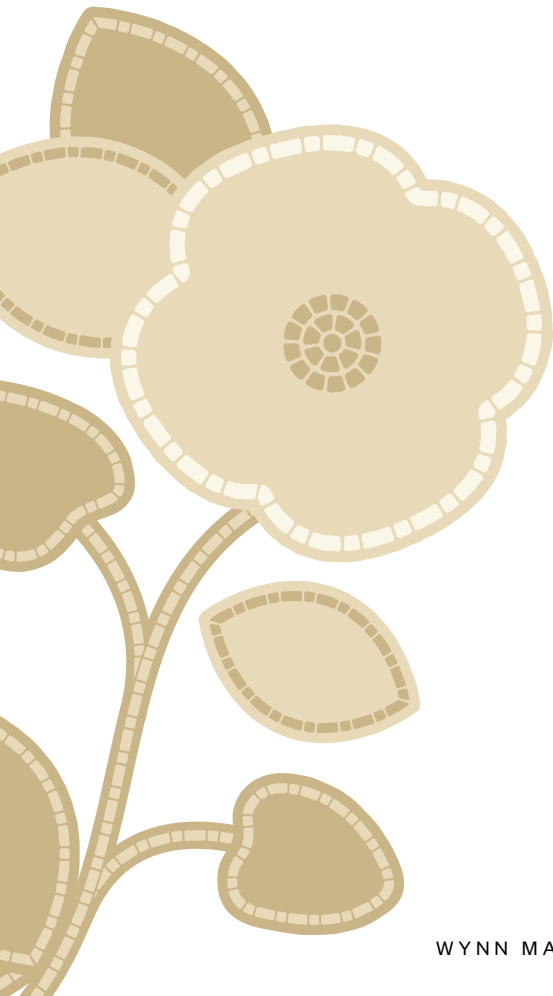
# Materiality Assessment

Our approach to sustainability is driven by topics that are material and significant to our business practices. We use the concept of materiality as a framework for allocating financial and human capital, as well as setting various internal goals for certain material ESG topics. Our materiality assessment is integrated into the Company's enterprise risk management process, taking into account both the internal impact on the business and the external impact on society and the environment.

Wynn has adopted a two-year cycle for conducting materiality assessments. This process helps us stay updated with local developments, the latest sustainability trends, and stakeholder concerns. The process enables us to identify and prioritize the ESG topics that are most significant to our business and stakeholders, ensuring our sustainability strategy remains relevant and effective.

In the first year of the two-year cycle, we conduct a comprehensive materiality assessment that combines desktop research with a robust stakeholder engagement exercise. In the second year, we perform a materiality refresh based on local developments and the latest sustainability trends. This allows us to assess and determine whether any updates are required to ensure that our material ESG topics and sustainability strategy remain aligned with current trends.

The materiality assessment process and material topics are prioritized and validated by Wynn's executive management members, followed by endorsement from the Board on our list of material ESG topics. This ensures the Board is consistently informed about Wynn's material topics, enabling timely and effective addressing of these issues. Our proactive approach allows us to remain adaptable and resilient to the evolving sustainability landscape, thereby maintaining the relevance and effectiveness of our strategy.



## Stakeholder Engagement and Materiality Assessment Process

### TOPIC IDENTIFICATION

Wynn identifies our material ESG topics based on its business model and its industry characteristics and conducts a comprehensive review to benchmark against our peers' reports. We also consider various ESG reporting frameworks, including Hong Kong Exchanges and Clearing Limited (HKEX) ESG Reporting Code (formerly named as ESG Reporting Guide), the Global Reporting Initiative (GRI) Standards, and the Sustainability Accounting Standards Board (SASB) industry standards for the reporting of topics material and relevant to our industry. These frameworks are revisited annually, and Wynn utilizes external resources to stay informed on evolving requirements.



### TOPIC PRIORITIZATION

Wynn has identified seven key stakeholder groups relevant to our materiality assessment process, detailed in the Our Stakeholders section. We review and prioritize all ESG topics that these stakeholders may find relevant, then arrange engagement exercises with our stakeholders through surveys and interviews. These are conducted based on their perceived willingness to engage regarding Wynn and its operational activities.

Upon receiving the survey results and completing the interviews, we analyze the responses, material ESG topics rankings and general insights. We also analyze emerging risks and trends that could impact our operations in the future. Following this analysis and assessment of the ESG topics against risks and trends relevant to our business, a list of materiality ESG topics is identified.



### TOPIC VALIDATION

The identified material ESG topics are then prioritized and validated by Wynn's executive management members, followed by endorsement from the Board on our final list of material ESG topics. These material ESG topics are weighted according to their importance to our stakeholders and our business.



### ESG STRATEGY FORMULATION

Building on the material ESG topics identified through our stakeholder engagement exercise and materiality assessment, we have structured our ESG strategy and reporting framework into four key sections:

- Our People
- Our Planet
- Our Community
- Our Governance

## 2024 Materiality Assessment Process

In 2024, Wynn conducted a materiality refresh as part of the second-year cycle of our materiality assessment process. This refresh aimed to reassess the relevance of the material ESG topics identified in 2023, with the following objectives:

- Identify priority ESG topics for Wynn;
- Solidify alignment for sustainability strategy;
- Identify opportunities for sustainability advancement; and
- Re-evaluate the 18 material ESG topics identified in 2023 for their significance and relevance to our business.

We engaged a global sustainability advisory firm to perform the materiality refresh. Research was conducted to identify the universe of material ESG topics relevant to both Wynn's business and its industrial peers, facilitating the review and reassessment of relevant ESG topics.

As a result of this reassessment, we expanded our reporting to include 20 material ESG topics in this year's report. Notably, we added "Biodiversity" to our material ESG topics to reflect our recognition of biodiversity as a relevant material topic and emerging global issues impacting sustainable development. Additionally, we also added "Cultural and Natural Heritage" to acknowledge our appreciation of the Macau government's efforts to promote tourism via Macau's cultural and natural heritage.

We also made adjustments to the naming of four material ESG topics to ensure comprehensive reporting coverage, including "Waste Management", "Water Management", "Supply Chain Management and Responsible Procurement", and "Human Rights and Diversity, Equity and Inclusion".

A more detailed list of material ESG topics can be found in the materiality matrix on page 19.

## Material ESG Topics Boundaries

Following the identification of our material ESG topics, the boundaries for each material ESG topic are determined with reference to the HKEX ESG Reporting Code, the GRI Standards, and the SASB industry standards. This process involved a boundary mapping exercise, taking into account internal factors such as Wynn's operating environment and external factors such as emerging ESG trends, policies, and regulations. These topics were then communicated to the relevant sustainability team members who support Wynn's response to the identified material ESG topics.

The following table has been updated with the results from the materiality refresh exercise, summarizing the relevance of each of the 20 identified ESG topics, as well as how they address the concerns of the relevant stakeholder groups.

Material ESG Topics	Relevance	Reporting Location	Relevant Stakeholder Groups						
			Government	Guests	NGOs	Suppliers and Local SMEs	Employees	Investors	Local Communities
Environmental									
Climate change and emissions management	<div><div></div><div></div><div></div></div>	Our Planet	★	★			★	★	★
Waste management	<div><div></div><div></div><div></div></div>	Our Planet	★	★			★	★	★
Water management	<div><div></div><div></div><div></div></div>	Our Planet	★	★			★	★	★
Energy usage	<div><div></div><div></div><div></div></div>	Our Planet	★	★			★	★	★
Sustainable transportation	<div><div></div><div></div><div></div></div>	Our Planet	★	★		★	★	★	★
Biodiversity	<div><div></div><div></div><div></div></div>	Our Planet	★	★		★	★	★	★
Social									
Employee well-being	<div><div></div><div></div><div></div></div>	Our People	★	★			★	★	
Quality guest service	<div><div></div><div></div><div></div></div>	Our People	★	★			★	★	
Community investment and engagement	<div><div></div><div></div><div></div></div>	Our Community	★		★	★	★	★	★
Guest health and safety	<div><div></div><div></div><div></div></div>	Our People	★	★			★	★	
Training and career development	<div><div></div><div></div><div></div></div>	Our People					★	★	★
Human rights and diversity, equity, and inclusion	<div><div></div><div></div><div></div></div>	Our People Our Community Our Governance			★		★	★	★
Cultural and natural heritage	<div><div></div><div></div><div></div></div>	Our Community	★	★		★		★	★
Governance									
Corporate governance	<div><div></div><div></div><div></div></div>	Our Governance	★		★		★	★	
Compliance with regulations	<div><div></div><div></div><div></div></div>	Our Governance	★	★		★	★	★	
Ethics and integrity	<div><div></div><div></div><div></div></div>	Our Governance	★	★		★	★	★	
Responsible gaming	<div><div></div><div></div><div></div></div>	Our Governance	★	★	★		★	★	
Supply chain management and responsible procurement	<div><div></div><div></div><div></div></div>	Our Governance				★	★	★	★
Privacy and cyber security	<div><div></div><div></div><div></div></div>	Our Governance	★	★		★	★	★	
Risk and crisis management	<div><div></div><div></div><div></div></div>	Our Governance	★				★	★	

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

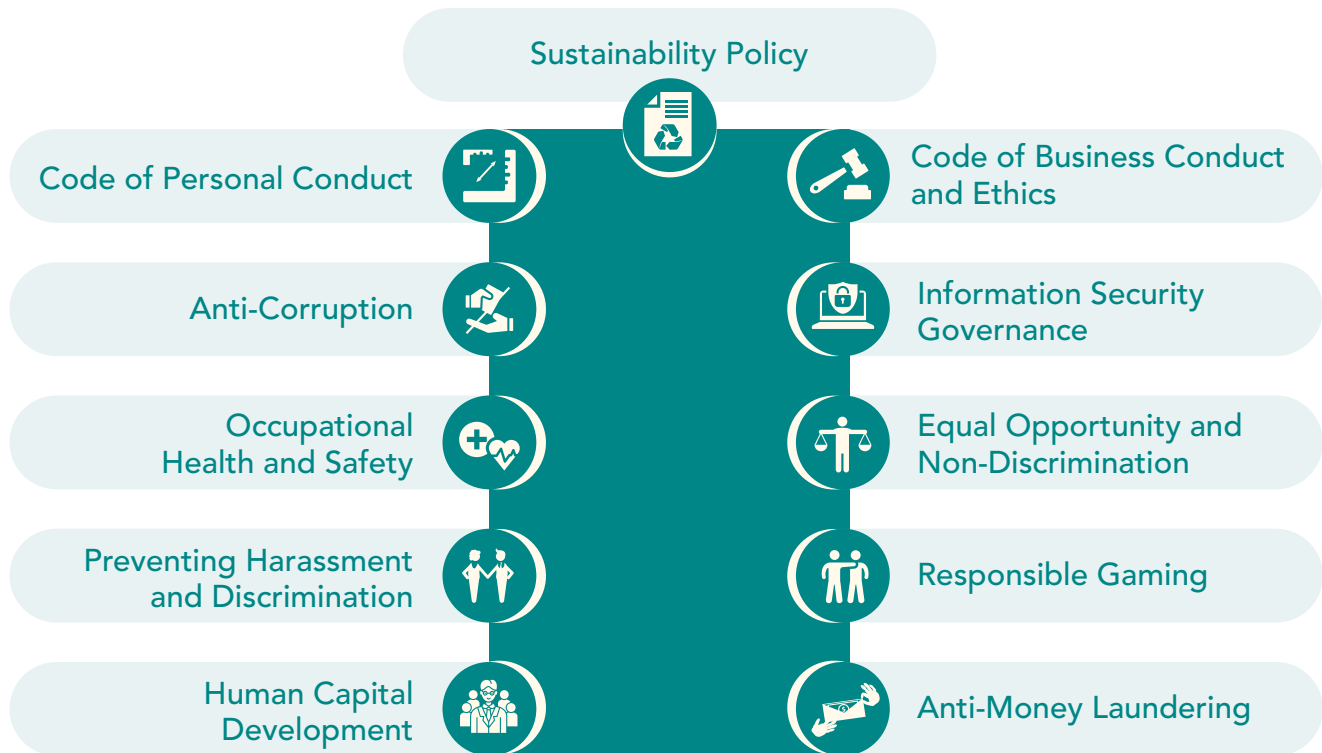
# Living Our Principles

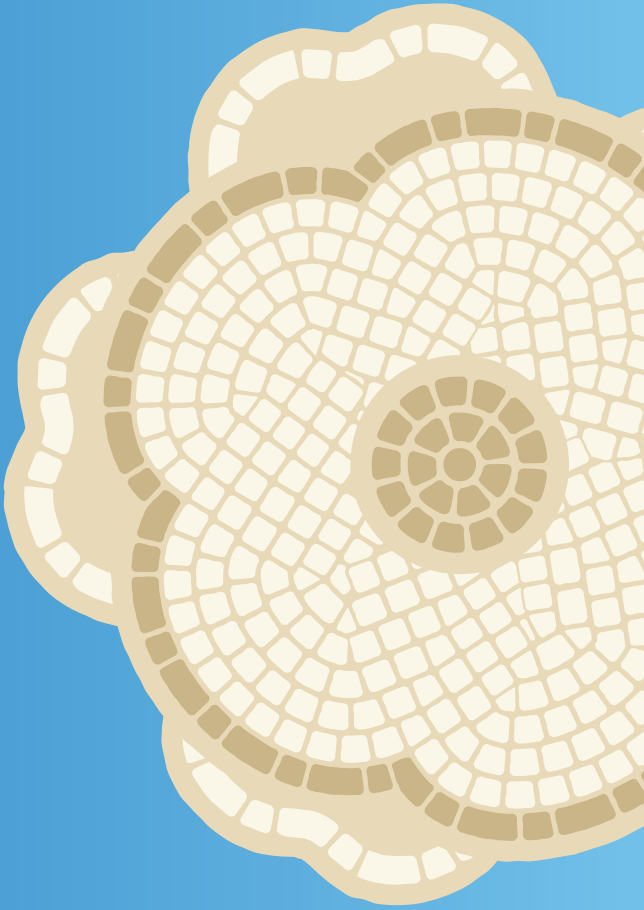
Our dedication to service extends beyond our doors to the communities where we live and work. Our [WML Sustainability Principles](#) and the comprehensive suite of policies that support them guide our decision-making and govern all aspects of our operations. The essence of these sustainability-specific policies and our commitment to sustainable development provides 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, national origin, religion, gender, age, mental or physical disability, marital status, and sexual orientation.

## Our Sustainability Principles and Commitments

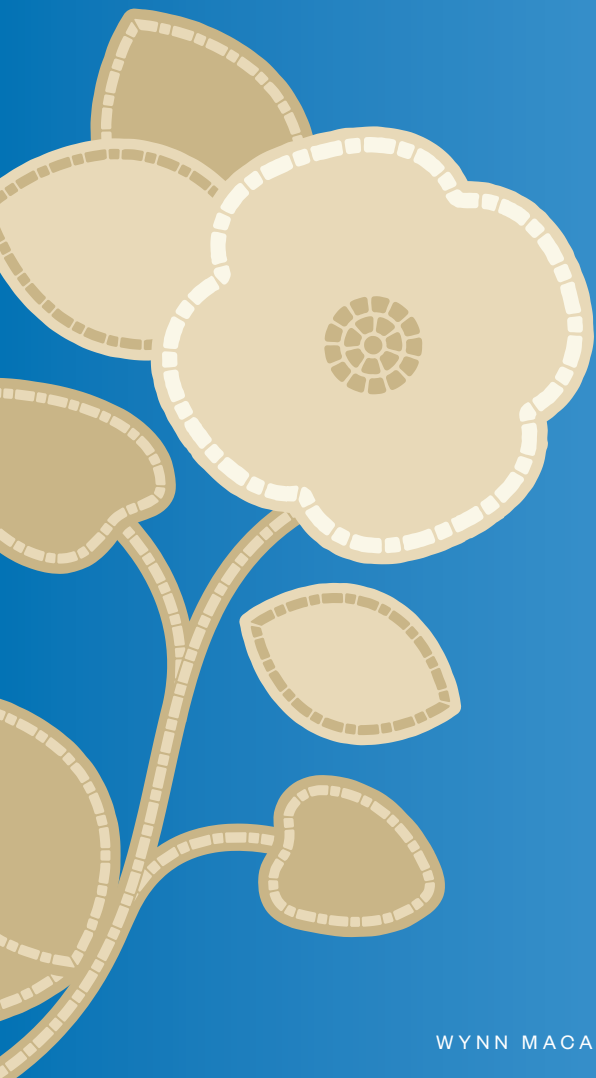


## Key Policies Supporting our Sustainability Principles include:





# Our People



# Workforce Message

Our team is the backbone of our success. Providing our award-winning service requires a high level of dedication, engagement and knowledge, and we are immensely proud of the excellence our Wynn team members have achieved throughout 2024.

Wynn remains dedicated to fostering an environment of respect, and a sense of community in the workplace, with our commitment to employee health, safety, well-being, and happiness underlying all our work at Wynn. To this end, we offer comprehensive training, competitive salaries and benefits across all levels of employment. We value every talent and consider our employees to be the greatest attribute towards ensuring the long-term success of our business. Recognizing the intense competition for labor resources in Macau, we understand that attracting and retaining a skilled workforce is a persistent challenge for our operations. To combat this, we prioritize our workforce's professional growth, creating an inclusive and supportive work environment where everyone feels valued, respected, and empowered.

Wynn continues to enjoy great success in employee retention, over 4,400 Wynn employees have now reached over a 10-year benchmark of continual service as part of our team this year. This milestone reflects Wynn's emphasis on fostering a strong community and retaining our valued workforce. We look forward to honoring many more employees for their unwavering dedication in the years ahead.

In addition to recognizing our long-term employees, we have remained dedicated to actively recruiting local talent to join our team. We continue to safeguard employment by sourcing local talent through initiatives such as our Wynn Food and Beverage (F&B) and Culinary Management Trainee Program and Wynn Local Development Program. Additionally, our partnership with the Macau Youth Professional Development Program offers on-the-job training and other growth opportunities for local staff, further developing their skills and talents.



At Wynn, we strive to foster an engaging, varied, and welcoming workplace that provides meaningful work for our passionate and dedicated team members. We frequently show recognition and appreciation for our team members' outstanding contributions, offering incentives to encourage them to give their best at work. For example, in 2024 we had 305 team members nominated as Star of the Month and 131 team members nominated as Diamond of the Quarter. These awards are offered to employees who have showcased exemplary and impactful contributions to our business throughout the year. We look forward to celebrating more employee achievements in the future.

We continue to uphold the company-wide requirements and expectations outlined in our Team Member Guidebook and various human resource policies. This ensures that all aspects of employment, including fair hiring practices, working hours, rest periods, compensation and dismissal, anti-discrimination, and employee welfare meet or exceed local legal requirements.

This section highlights our achievements in 2024 as an employer of choice in Macau.

# Workforce Highlights



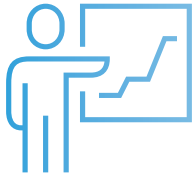
**77.2%**

OF TOTAL EMPLOYEES  
ARE LOCAL



**54.1%**

OF OUR  
LOCAL EMPLOYEES  
ARE WOMEN



TOTAL TRAINING PARTICIPANTS  
INCREASED BY

**21.9%**

AS COMPARED TO 2023



WYNN'S RUA DA FELICIDADE PEDESTRIAN  
ZONE REVITALIZATION PROJECT WAS THE

**1<sup>ST</sup> MACAU ENTERPRISE CASE**

PUBLISHED AT TSINGHUA UNIVERSITY  
SCHOOL OF ECONOMICS  
AND MANAGEMENT



**44.6%**

OF MANAGERIAL POSITIONS  
ARE HELD BY WOMEN



WON

**FIVE AWARDS**

AT THE FOURTH NATIONAL  
HUMAN RESOURCES INNOVATION  
COMPETITION

# Education and Development

At Wynn, we recognize that our success is deeply connected to the dedication and expertise of our employees. We are committed to supporting our employees' professional development and growth to achieve our goals and maintain our high service standards.

We are immensely proud that this commitment has been recognized by the Asia Responsible Enterprise Awards 2024. Wynn was the sole recipient in Macau honored with the "Investment in People" accolade, which underscores our unwavering dedication to nurturing our employees' growth and leadership potential, as well as our mission to provide exceptional service.

Meanwhile, in the 20<sup>th</sup> Tsinghua Business Case Competition in 2024, Wynn's Rua da Felicidade Pedestrian Zone revitalization project was selected and added to the case platform of the China Business Case Center at Tsinghua University School of Economics and Management for classroom teaching purposes by business schools. The project is the first Macau enterprise case to be published on the platform, which marks the academic recognition of the revitalization project and suggests its reference and research value for industry practice.

To support our focus on education and development, we offer our employees regular training opportunities that promote continuous learning and ensure our team members are well-prepared to contribute to our mission. Our training programs cover essential topics such as anti-corruption, responsible gaming, management essentials, guest safety, discrimination awareness, anti-harassment, and ethical business practices, all of which form Wynn's core values.

In 2024, Wynn team members completed nearly 400,000 training hours, encompassing a total of 4,700 courses through classroom and online training.



# Education and Development

## Advancing Wynn Professionals

As part of our commitment to our valued workforce, Wynn offers a comprehensive range of employee training and development programs to maintain and advance our five-star service.

### New Hire Training

We aspire to hire the industry's most talented and motivated professionals, ensuring an exceptional service experience for our guests.

To support our new hires with a smooth transition into the Wynn family, all employees at Wynn attend orientation training upon joining. This comprehensive program ensures our new team members learn and understand the requirements and expectations assumed by all of our employees to provide the unique hospitality experience we offer at Wynn.

In addition to general training received by all employees, specific departmental training is offered to the needs of each unique facet of Wynn's business through our departmental orientation programs, F&B Academy, and Facilities and Engineering Academy. This specialized training is designed to equip the new hires and our team members with professional knowledge and skills in fire safety, operational procedures and policies, guest service excellence, and product knowledge, ensuring they are well equipped to deliver a safe and exceptional experience for our guests.



# Education and Development

## Leadership Development

We recognize that effective leadership is essential for driving our success and aim to cultivate a skilled workforce capable of navigating the evolving landscape of the hospitality and tourism sectors.

Wynn is also committed to supporting the Macau government's "1+4" moderate diversification development strategy by attracting large-scale international meetings, incentives, conferences, and exhibitions (MICE) events. In line with the "MICE + Tourism" initiative, Wynn partnered with the ATD to host the inaugural ATD Macau Summit and ATD x Wynn Asia-Pacific CLO Forum this year. This international event brought together senior talent development executives and professionals from leading firms across the Asia-Pacific region, including mainland China, Japan, South Korea, and Singapore. Supported by the Commerce and Investment Promotion Institute of Macau (IPIM), formerly known as the Macao Trade and Investment Promotion Institute, the Macao Government Tourism Office, and the Education and Youth Development Bureau of Macau (DSEDJ), the summit focused on leveraging technology and innovation in talent development to help industry professionals seize new opportunities, providing a platform for networking, learning from best practices to shape talent development on a global scale. In addition, Wynn was awarded the ATD 2024 Global Champion Award in recognition of Wynn's continued advancement of learning and development and for its ongoing support of community collaboration and innovation for boosting global talent development.

Wynn once again partnered with the EHL Hospitality Business School (EHL) to organize our Hospitality Management Certified Program, continuing our efforts in fostering the growth of local talent and providing world-class training for our team members and local Macau youth to enhance their skills of leadership, brand management and data analytics. Founded in Switzerland with 129 years of history, EHL is renowned for training students aspiring to

managerial careers in the hotel and hospitality industries. In 2024, EHL was ranked the world's best hospitality management school for the sixth consecutive year by the QS World University Rankings for Hospitality and Leisure Management. Through our collaboration with EHL, we aim to equip our team members with the expertise needed to excel in the hospitality sector, thereby fostering a culture of excellence.

Since 2022, Wynn has collaborated with the Macao Polytechnic University (MPU) to introduce the Management Skills Program (MSP), aimed at enhancing the leadership capabilities of the management team with well-rounded interdisciplinary strategic thinking and global visions. This two-year program offers professional courses with a focus on industry development, digital finance trends, high technology in tourism and entertainment, as well as integrated resort management models, fostering collaboration and growth among team members in line with business insights and market perspectives. In 2024, Wynn provided a total of 24,302 hours of management skills training and celebrated the graduation ceremony for the MSP at MPU, where 45 outstanding trainees received their certificates.

We look forward to continuing to offer a variety of learning experiences to our valued Wynn team members, enabling us to consistently deliver Wynn's premium service to our guests and maintaining our position as a leader in hospitality industry standards.

### 31.3%

increase in management  
skills training hours,  
as compared to 2023



# Education and Development



## Upskilling Team Members

We highly value equipping our employees with diverse opportunities to develop and enhance their skills, fostering a versatile, experienced workforce ready to tackle any challenge. To this end, we provide various learning opportunities tailored to various levels of employees, enabling them to acquire knowledge across multiple operations in the industry.

Wynn is committed to upskilling our team members to cultivate essential abilities, such as management and interpersonal skills, which are vital to our daily operations. In 2024, our team members participated in over 276,000 hours of career advancement and leadership development training. Our dedication to continuous learning has garnered us accolades in various areas, including the title of Learning Champion at the 2024 LinkedIn Talent Awards, which acknowledged our dedication towards employee development.

Further, we offer various F&B-related programs to provide new skill sets and support alternative career paths. One notable initiative is the 12-month F&B Service Professional Development Program, which caters to servers and stewards at different levels. This program aims to enhance team members' abilities, build their confidence, and inspires them to take on new roles and exciting responsibilities. Additionally, Wynn's F&B Academy hosted a certified wine masterclass series, which enabled Wynn F&B team members and industry professionals to enhance their international wine knowledge. This training empowers our team members to offer personalized wine recommendations to guests, ultimately enhancing our overall dining experience.

Through our diverse program offerings, we are committed to empowering our team members, equipping them with the skills and confidence needed to excel in their roles as hospitality professionals.

# Education and Development

## Employee Achievements

2024 has once again been a year of outstanding achievement for Wynn team members.

Representing Wynn with culinary finesse, our chefs from Wynn Macau showcased their extraordinary talents at The Chinese Cuisine Cooking Competition 2024. In addition to culinary pursuits, our representatives also excelled at the 11<sup>th</sup> Ming Xing Tea Specialists National Competition and the 2024 "Shen He Cup" Tea Sommelier Occupational Competition. Two of our team members earned the Best Theme Award in the 11<sup>th</sup> Ming Xing Tea Specialists National Competition, while another team member achieved the impressive second runner-up title in the "Shen He Cup" Tea Sommelier Occupational Competition.



Our journey to the Macao Occupational Skills Recognition System (MORS) - Gold Pin Competition 2024 was also a remarkable achievement this year. Led by the Macao University of Tourism's Institute of Executive and Professional Development, MORS aims to improve hotel and tourism industry staff performance, by certifying staff skills in relation to frontline jobs. Our talented team members from Hotel Operations and F&B were proudly awarded three prestige Gold Pins.

Additionally, Wynn's success at the fifth Macao Vocational English Contest, receiving a Gold Award, further underscores our dedication to enhancing the professional skills of our team members.



# Education and Development

Wynn also participated in the sixth Macao Integrated Tourism and Leisure Enterprises Vocational Skills Competition, co-organized by the Labour Affairs Bureau of Macau (DSAL) and the Macao Federation of Trade Unions. This year, 27 Wynn team members showcased their exceptional skills and teamwork in all three categories, garnering nine awards.

Gaming and Entertainment	Hotel Services	Gastronomy
Champion (Individual) of Chip Handling	Special Gold Award in Housekeeping	
Champion of Game Rules	The Most Efficient Award in Housekeeping	Gold Award in F&B Western Service
Special Gold Award in Customer Service	Gold Award in Facilities Maintenance	Silver Award in Chinese Culinary
	The Best Teamwork Award in Facilities Maintenance	

By participating in various competitions, strengthening cooperation and daring to innovate, our team members continue to enhance their professional capabilities to drive remarkable achievements.



# Education and Development

## Supporting Local Employment

Our local workers are the backbone of our business here in Macau. Wynn prioritizes giving back to the local community by running local recruitment campaigns and experience programs regularly to help bolster our locally sourced talent, echoing the Macau government's policies aimed at safeguarding local employment, stimulating demand for hires, and improving people's livelihoods.



## Wynn Local Development Program

In collaboration with the DSAL, Wynn launched the Wynn Local Development Program in 2024, underscoring our commitment to nurturing talent through diverse training initiatives. It covers training development programs across various professions, including Hotel Operations, F&B, and Facilities. Local talents are recruited through this program in a "Hire and Train" approach, where they embark on exciting and skillful learning journeys lasting from one to three years.

On the same day as the Commencement Ceremony of the Wynn Local Development Program 2024, which welcomed our new hotel and culinary trainees to the team, a Graduation Ceremony took place to honor the 16 graduates of the F&B Management Trainee Program from the 2022 cohort. With the overwhelming success and support of these training programs, Wynn is committed to further expanding and improving our training efforts to foster the development and success of local talent.

# Education and Development

## Local Recruitment Events

Wynn has consistently supported the Macau government's initiative to prioritize local employment. In alignment with the Macau Policy Address for the Fiscal Year 2024, Wynn reaffirmed its commitment by actively participating in 60 local recruitment events and interviewing over 2,500 candidates.

In August, we organized a recruitment event for the Wynn F&B and Culinary Management Trainee Program, collaborating with the DSAL as part of the Macau government's "Creative City of Gastronomy" initiative. This program provides local individuals with extensive training and practical experience in the catering sector. It features two pathways: the F&B management trainee and the culinary management trainee, in which participants undergo professional training and may have the opportunity to work at Michelin and Forbes-starred restaurants associated with the Wynn brand. Following the completion of the 24 months of training and passing the necessary exam, trainees advance to positions as F&B Officers or Assistant Chefs. During the recruitment event, candidates had the chance to explore job openings at Wynn, learn about Wynn's work environment, as well as listen to alumni's experience sharing, gaining valuable insights into the advantages of the program.

## Nurturing Young Talent

Continuing our commitment to nurturing young talent, this year, Wynn welcomed a group of 105 hospitality professors and students from a joint Executive Master of Business Administration program by EHL and the China Europe International Business School, offering insights into talent development and integrated resort management at Wynn while showcasing our core operations. These initiatives reflect Wynn's dedication to empowering the next generation of leaders in the hospitality and tourism industry.

In April, the Wynn F&B Academy participated in the promotional day for technical and professional education organized by the DSEDJ, in which the event showcased vocation programs from different institutions and organized workshops for the participants to experience different jobs.



The Wynn Internship Program is dedicated to nurturing local talent and shaping future leaders in the hospitality industry. This program offers interns a platform to enhance their interpersonal skills and gain valuable insights into integrated resort operations, significantly boosting their confidence and adaptability in a dynamic work environment. Throughout 2024, 150 interns from local universities and nearby higher education institutions completed the program. Notably, outstanding interns were awarded scholarships to support their continued pursuit of excellence, echoing our commitment to shaping the next generation of hospitality professionals.

We also prioritized strengthening our connections with mainland China to support youth talent and professional development nationwide. To this end, Wynn recommended three youth team members to participate in the Macau Youth Professional Development Program, organized by the University of Macau's (UM) Faculty of Business Administration, the Center for Continuing Education of UM, and the DSEDJ. The cross-regional program aims to provide participants with essential training and practical experience while broadening their global vision. It is divided into three phases: the first and third phases focus on "National and Regional Training" and "Mainland Advanced Training", conducted at the UM in January and Tsinghua University in October, respectively. The second phase, "Cross-Exposure Training", involves a one-month exchange at the Wynn Las Vegas in September. Through participating in this program, team members enhanced their competitiveness and gained practical experience that helped foster their career growth while forming invaluable connections that strengthened ties between Macau and other countries.



## Wynn Education Tour – Combining Tourism and Education

In support of the Macau government's effort to promote "Tourism + Education", Wynn introduced the "Wynn Educational Tour" in January 2024, a brand-new sustainable tourism education program that gives students valuable tools for growth and progress. The educational tours aim to inspire young people to pursue careers in hospitality by offering students an in-depth understanding of the industry, exposure to real-life hotel operations, and insights into Macau's rich culture.

Wynn has collaborated with top-tier universities to nurture future hospitality talent, such as our partnership with the University of Hong Kong Business School to promote educational exchanges and academic collaborations across the GBA. This partnership not only bridges the divide between theoretical knowledge and practical application, but also provides the next generation of industry leaders with the opportunity to broaden their horizons through real-world experiences, and enhance their understanding of global tourism by leveraging the strengths of Macau's international reputation and Hong Kong's academic prestige. Wynn also created a tailored educational tour to support the development of students from Zhejiang University, the Vocational Training Council of Hong Kong, the Macau University of Science and Technology, and UM, helping to facilitate exchanges between students and Wynn's senior management. These initiatives also help to better position Macau as a world-class center for education, further diversifying its economy.

Wynn's commitment to nurturing future talent in hospitality extends to engaging educational experiences that deepen students' understanding of Chinese culture and the tourism industry. The Tsinghua "Master of Business Administration Practicum Course – Insight of China" aims to immerse teachers and students in various regions and industries across mainland China, granting management talent a global perspective grounded in Chinese roots. As part of this initiative, students paid a visit to Wynn Macau, where a symposium with management from Wynn facilitated in-depth discussions with participants about non-gaming elements, group operations, innovative development strategies, talent training, and social responsibility.

Through these partnerships with educational institutions, we solidify our commitment to providing learning opportunities through education to help students explore their interests and talents and to prepare for their future careers.



# Cherishing Employee Health, Well-being and Benefits

Wynn recognizes that retaining talent is essential to our success. It ensures operational continuity, enhances customer experiences, drives innovation, and maintains our competitive edge in a highly dynamic industry. We offer a comprehensive benefits package tailored to the diverse needs of our team members. These benefits include competitive compensation packages, professional development opportunities, health and wellness programs, and a supportive work environment, all designed to create a workplace where our team members can thrive.

## Employee Healthcare and Benefits

Our employees' health, well-being, and safety are of the utmost importance to Wynn. All our employees are offered a corporate benefits plan that includes paid time off and sick leave, as well as extensive medical and dental programs. The program also includes:

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

It is of great importance to us that our employees are able to continue a healthy and happy life following their time at Wynn. To this end, Wynn contributes an additional 5% of each team member's salary to their employee provident fund, assisting them in achieving their retirement goals. By the end of 2024, 90% of our employees participated in our provident fund plans.



## Employee Well-being

### Employee Assistance Program

Wynn's Employee Assistance Program is dedicated to enhancing employee well-being through a series of initiatives aimed at providing resources and support for stress management. One of these initiatives, the "Food & Mood" event, was organized to introduce the connection between food choices and emotions to our team members to encourage healthier eating habits that enhance both personal and professional satisfaction. We also hosted a "Relieve Stress Effectively" event to provide our team members with valuable insights into identifying the sources and symptoms of stress and effective stress-relief techniques, targeted to improve the overall well-being and performance of our team through stress management.

### Personal Enrichment Program

Our Personal Enrichment Program offers a diverse range of initiatives designed to meet our employees' unique wellness and personal development needs. From an immersive Aromatherapy Meditation Experience to an Organization and Storage Workshop for creating serene home environments and a Yoga Stress Reduction Class, we aim to promote relaxation, emotional balance, and stress relief among our employees. By providing these diverse programs, Wynn demonstrates our dedication to supporting the personal growth of our employees.



## Wynn Healthy Enterprise Program

The launch of our Healthy Enterprise Program (HEP) in January this year introduced several initiatives to enhance employee well-being. Wynn fully supports the Macau government's "Healthy Macau Blueprint" and its goals for achieving health literacy by 2030. Through organizing health activities and seminars, providing healthy dining options, introducing advanced technology, encouraging team members to adopt healthier lifestyles, and collaborating with the Macau government, we aim to foster a healthier community and create a supportive corporate culture.

As a participant in the HEP, Wynn is committed to promoting health through various initiatives. In July, the Health Bureau of Macau (SSM) hosted a two-day Health Club Touring Event at Wynn, where team members got to test their blood pressure and glucose levels. This event highlighted the importance of "early prevention, early detection, and early treatment". Our in-house clinic further supports this effort by providing comprehensive services, including routine medical care, physiotherapy, dietitian consultations, and rapid screenings for metabolic syndrome, ensuring our team members are well-informed about their health.

In September, an exciting series of health promotion activities was launched in the back-of-house area alongside a Health Product Sale, featuring a Measles Vaccination Session, a Quit Smoking Roadshow in collaboration with the SSM, and a Metabolic Syndrome Screening. Received strong support from our team members with high participation rates, Wynn believes that these activities empower team members to better understand their health and well-being, ultimately helping them achieve a balance between work and personal life.

As part of the HEP, Wynn also actively promotes well-being through a variety of activities that connect with the environment. For instance, we hosted a badminton competition in November, taking advantage of the pleasant fall weather to encourage physical fitness among our team members. We also emphasized the importance of health during flu season by promoting influenza vaccinations to bolster our collective immunity. Beyond fitness, our commitment to well-being is further demonstrated through initiatives like a Blood Donation Drive and a Parenting Seminar. To empower individuals in managing their health, a 24/7 Self-Service Health Check Kiosk with Body Composition Analysis was also introduced, enabling team members to set personalized health goals and receive tailored exercise recommendations.



Following a year of implementing the HEP, an annual employee survey was conducted to assess satisfaction with the program. This year, 90% of employees reported high levels of engagement and satisfaction. Wynn is pleased that the positive feedback reflects the program's success in cultivating a culture of health and wellness among our team members.

# Cherishing Employee Health, Well-being and Benefits



## Sports and Health Initiative

At Wynn, we promote an active lifestyle and encourage our team members to engage in sports, fostering stronger bonds with one another. Our employees joined the 2024 Macao International Dragon Boat Race and 2024 Wynn 7-A-Side Soccer Tournament. They also established running, bowling, and darts teams to take part in various events hosted by the Macao Gaming Industry Employees Home. Our commitment to physical well-being and teamwork among our employees is reflected through various sports initiatives, creating a vibrant and supportive community at Wynn.

# Cherishing Employee Health, Well-being and Benefits

## Supporting Working Parents

For employees with growing families, Wynn provides programs and policies to support their work-life balance. We pay attention to the needs of new parents by providing fully equipped 24-hour lactation rooms at our properties. Our family-friendly policies entitle eligible team members to ten-week maternity and one-week paternity paid leave. Additionally, we provide bereavement leave for employees' immediate family members, including a parent, sibling, spouse, child, or parent-in-law. We will continue to support our team members in achieving a healthy balance between their work responsibilities and family obligations.

Throughout the year, Wynn team members and their families participated in a series of activities, including Wynn Palace Open Day, parent-child workshops, GBA day tours, and family product sales. We also organized parenting seminars to address the common difficulties parents face regarding their children's emotional and behavioral issues. These activities helped to lighten the load of working parents, and allowed our team members to enjoy family life and build positive communication skills.



# Cherishing Employee Health, Well-being and Benefits

## Embracing Diversity and Inclusion

The Company is committed to upholding the fundamental principles of respect, dignity, and opportunity for every individual. These values guide our efforts to create a workplace where all team members feel supported and encouraged to contribute fully. By bringing together people with a wide range of experiences and viewpoints, we strengthen our ability to innovate, collaborate, and overcome challenges with greater insight.

## Workforce Diversity

We believe having a broad and varied workforce offers tremendous benefits to us and the local Macau community. We currently have team members that come from over 20 nationalities. We participated in all the disabled career fair events held by the DSAL, including, for example, the "Happy to See, Willing to Hire" fair held in June this year. We supported senior workers in joining the Wynn family. Co-organized by the Social Welfare Bureau of Macau and DSAL, the Outstanding Senior Employees and Seniors Employers Recognition Programme 2024 seeks to foster appreciation and acknowledgment of the contributions of senior citizens to the community through their work experience and skills. Wynn is proud that a senior member of our F&B team received the "Outstanding Senior Employee" award, while we were also recognized as an "Outstanding Seniors Employer".

Our team members  
come from over

**20 nationalities**



## Women in Management

Supporting women in the workplace is a priority for the Company. This year, 40% of our board member directors and 45% of our management team are women.

## Human Rights

At Wynn, we prioritize respecting human rights, guaranteeing fair and just treatment of all individuals to enhance both professional and personal experiences.

Wynn adheres to labor practices that comply with all applicable laws and regulations. We unequivocally condemn human trafficking and forced labor. Our commitment extends to encouraging workplace health and safety for all employees, fostering an environment where everyone can thrive.

We are committed to eradicating complicity in human rights violations by regularly reviewing our policies and principles, including:

- Code of Business Conduct and Ethics;
- Preventing Harassment and Discrimination;
- Anti-Corruption;
- Occupational Health and Safety; and
- Equal Opportunity and Non-Discrimination.

# Keeping Our Team and Guests Safe

## Employee Health and Safety

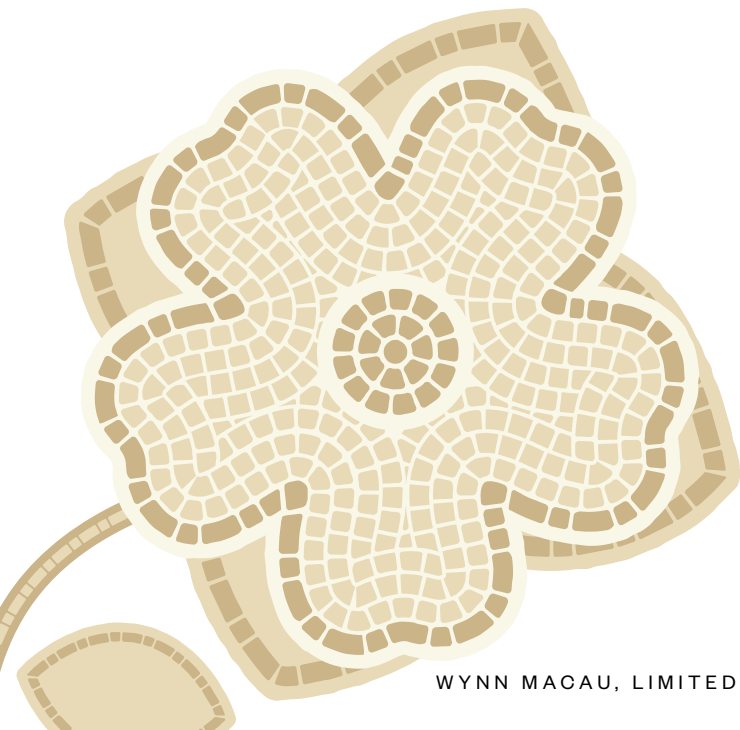
Wynn's occupational health and safety (OHS) policy ensures the safety and well-being of both employees and guests across our properties. Our policy encompasses a range of key elements:

- **Mandatory employee safety training:** We prioritize workforce safety through comprehensive training that equips them with the knowledge and skills to navigate potential hazards effectively;
- **Hazard identification and control:** We identify and mitigate potential risks within our facilities to create a safer environment for all;
- **Accident reporting and corrective action:** In the event of accidents, our program includes a systematic reporting mechanism, followed by swift corrective actions to prevent recurrences;
- **Accident prevention strategies:** We proactively develop and implement strategies to prevent accidents, focusing on continuous improvement in safety measures; and
- **Employee committee programs:** We engage employees through committee programs designed to educate and promote safe workplace practices, fostering a culture of safety and ensuring effective implementation of the OHS policy under guidance and supervision through quarterly OHS Committee meetings.

In upholding a commitment to employee and guest safety, Wynn steadfastly pledges to:

- **Provide a safe workplace:** We collaborate at all levels of the organization to help ensure that workplaces are free from unsafe conditions and recognized hazards through regular inspection, prioritizing the well-being of all individuals within our facilities;
- **Compliance with regulations:** We adhere to the highest safety standards by fully complying with the local regulatory labor requirements in Macau;
- **Administration and enforcement:** We administer and enforce OHS policy rigorously and regularly to maintain a safe and secure environment. Our OHS Committee and executive team review the policy at least every two years to ensure that it is up to date;
- **Proper training:** Employees and contractors are equipped with proper training in the safe use of equipment and machinery, personal protective equipment, hazard recognition, and emergency procedures, empowering them to handle any situation safely; and
- **Safety communication:** All employees and contractors are well-informed about safety rules, regulations, and standards relevant to their respective duties, fostering a culture of awareness and responsibility.

The Company is committed to maintaining the highest safety standards and continually striving for excellence in workplace safety. By emphasizing safety education and accountability, the ultimate objective is to consistently enhance safety, reduce property losses, and thereby earn and sustain an excellent reputation among valued stakeholders.



# Keeping Our Team and Guests Safe



## Occupational Safety and Health Month

Wynn cares about the physical and mental health of our team members. This October, Wynn hosted our annual Occupational Safety, Health, and Employee Benefits month. In partnership with the DSAL, Kiang Wu Hospital, Medicare, and several insurance firms, we offered an engaging series of events in the back-of-house area, featuring roadshows, interactive games, quizzes, and informative seminars with the aim to enhancing workplace safety, well-being, and awareness of benefits among team members. The campaign provided onsite consultations with specialists in Chinese medicine and nutritional supplements, shared their dental, medical, and retirement benefits coverage, and organized roadshow games to enhance the awareness of workplace safety, accident prevention, and protective measures. With the DSAL co-hosting these events, exercise games and BMI assessments were introduced at our health check kiosk. During the month, over 11,000 participants in these activities contributed to the development of a robust culture focused on safety and health awareness.

## 2024 Catering Industry Occupational Safety and Health Award Program

Wynn's remarkable achievement of garnering 17 awards at the 2024 Catering Industry Occupational Safety and Health (OSH) Award Program showcases our steadfast dedication to excellence, including nine awards received by our team members. Competing against nearly 100 restaurants and over 100 professionals from across Macau, Wynn Palace's Mizumi triumphed in the "Best OSH Restaurant" under the category of Japanese restaurant, claiming both the Gold Award and the esteemed Special Gold Award. Our Wynn Palace Pool Café also stood out by earning a Gold Award in its category, while Wing Lei and Lakeside Trattoria at Wynn Macau were each honored with a Silver Award.

Number of participants in OHS training increased by **48.2%**, as compared to 2023



# Keeping Our Team and Guests Safe

## Caring for Our Guests

Service quality and safety are fundamental to Wynn, providing our guests with the luxury, care, and value that defines our five-star service. Our operations, services, and supply chain significantly contribute to our business activities and we prioritize guest relations, ensure security, food quality and safety, quality service and guest privacy whenever delivering our exceptional experience to customers.

## Crime Prevention, First Aid, and Other Guest Services Training

We implement a wide variety of training programs aimed at crime prevention to ensure the safety of our guests. Every month, we hold drills and training sessions focused on the theft of belongings, ensuring our team members remain vigilant. In addition, we offer our staff trainings in basic first aid, emergency evacuation drills, and physical intervention techniques, enabling them to assist guests in emergencies and effectively handle difficult situations.

To further enhance security awareness, we provide online training on anti-fraud measures and cybersecurity, focusing on threats such as phishing, hacking, and ransomware. Daily pre-shift and debriefing sessions help keep our team members informed of recent incidents and areas that require extra attention. We also provide hourly reminders to team members through radio broadcasts to safeguard guest belongings in busy areas.

## Food Quality and Safety

Wynn's commitment to food safety is driven by our implementation of the Hazard Analysis and Critical Control Point (HACCP) system in 2019 at Wynn Palace. HACCP is an internationally recognized safety management system that helps identify, evaluate, and control food safety hazards throughout food preparation and service to mitigate risks associated with foodborne illnesses while also enhancing the overall dining experience. Our HACCP committee from different departments meets with management regularly, and yearly audits performed by a third-party certification company monitor the entire food processing flow and ensure compliance of HACCP standards. Wynn has held its HACCP certification since 2020.

To foster continuous improvement, we provide regular intensive training to our F&B team members and employ practical and efficient implementation tactics. This year, we organized an advanced training program for all food handlers, emphasizing food safety and personal hygiene, with resources accessible through e-learning. As such, the number of team members who completed the training rose significantly by 74% from the previous year. We published 30 editions of food safety pre-shift, our internal newsletter, to remind, update, and address any recent developments in food safety. Additionally, we boosted the frequency of food safety inspections and walkthroughs by 115% in 2024, as compared to 2023. The enhancement of educational materials across various platforms and increased inspection frequency enabled us to lower food safety incidents by 9% compared to 2023, thereby protecting our guests from any food safety issues.

Food safety inspections and walkthroughs increased by **115%**, as compared to 2023



# Keeping Our Team and Guests Safe

## Quality Service

Wynn's core values and principles form the foundation for our internal service standards and are also closely aligned with those of the FTG, the globally renowned five-star rating system.

Our commitment to the health security of our guests and venues is demonstrated through rigorous health and hygiene protocols designed to minimize the risk of illness and enhance the overall guest experience. These protocols include:

- Health and hygiene protocols;
- Health and safety communication with guests and employees;
- Management accountability;
- Cleaning products and procedures;
- Ventilation;
- Masks and personal protective equipment;
- Health and safety training for employees; and
- Audits and inspections to comply with global health standards.

We understand that any lapses in these protocols could have serious impacts on both our guests and the community. Therefore, we ensure that our health and hygiene protocols comply with the latest global health standards.

Additionally, as part of our ongoing effort to uphold high service standards and ensure an outstanding experience for our guests, we provide service quality training for our team members. Over the course of 2024, our team members received over 25,300 training hours to further enhance service quality. Our training programs cover various areas, including graciousness, thoughtfulness, and personalized service. We also emphasize F&B quality while integrating technical skills and knowledge to improve efficiency. This comprehensive approach ensures that our team is well-equipped to deliver the exceptional service that Wynn is renowned for.

## Guest Privacy

Beyond health and safety measures, our guests deserve the utmost privacy and security during their stay at Wynn. Wynn's information security program is designed to protect the accuracy and integrity of all company information, including employee, guest, and related operations and suppliers' data, to avoid any threats that could result in compromised data privacy, reputational damage, or financial loss. We have a designated department overseeing privacy issues to ensure accountability and clarity. Our privacy policy is integrated into our group-wide risk and compliance management system, emphasizing our commitment to safeguarding personal information. We conduct regular third-party and internal audits of our privacy policy compliance to uphold high standards, reinforcing a zero-tolerance approach for breaches, with disciplinary actions for violations.



# Our Community



# Community Message

Wynn has consistently placed a strong emphasis on community care as a fundamental priority towards fostering prosperity and harmony in Macau. "To care about everyone and everything" has always been one of our Company's guiding principles, a promise we are proud to fulfill every day.

At Wynn, we are committed to enhancing the well-being of the communities where we are present through various community investment initiatives. These impactful projects leverage our hospitality and development expertise to encourage community involvement and generate positive social outcomes. This in turn brings tourism revenue, employment opportunities, and support for local businesses while also supporting the needs of the underprivileged in our community. We endeavor to cultivate a more robust and resilient community that our employees, who are integral to our mission, are proud to be a part of and to establish ourselves as a premier destination for tourists, offering them unforgettable experiences and cherished memories.

We take pride in our role as a reliable and supportive partner in the Macau community, integrating philanthropy with citywide economic and infrastructure advancements. Through tailored community development projects, we address specific local social challenges, improving the lives of residents and driving sustainable, inclusive growth. Our commitment to the local Macau community is steadfast, and we collaborate closely with community leaders to guide our extensive philanthropic efforts, ensuring that we reach those in need. For instance, we organize gatherings that provide training and create platforms for local SMEs to communicate, learn, and showcase their products. By supporting these SMEs, we aim to build a sustainable environment that benefits the entire community.

We are also devoted to facilitating the GBA's regional dynamics and fostering a strong sense of community within the Chinese nation. One



highlight of this commitment is the educational trip to Jiangxi this year, which aimed to bolster patriotism in our youth by immersing them in rich history of mainland China and allowing them to engage with peers from varied backgrounds while experiencing the visible outcomes of rural revitalization. Furthermore, we promote traditional Chinese culture through food and art exhibitions, fostering cultural appreciation and strengthening community ties. Through these multifaceted initiatives, we strive to make a meaningful impact on both local and regional levels. We believe that our Company's legacy as an agent of change is only made possible with the collective spirit of service in the hearts of our dedicated employees at Wynn. Our employees inspire our corporate culture of giving, bettering our local communities for generations to come and supporting those in need of a helping hand.

Wynn's success in Macau depends on our local community. We are committed to providing frequent and targeted support throughout all our activities here and in the greater China region.

This section shares our stories of how we supported our community throughout 2024. We look forward to continuing these efforts long into the future.

## Community Highlights



**HK\$85.9M**

DONATED AND SPONSORED  
TO COMMUNITY GROUPS  
AND NON-PROFIT ORGANIZATIONS



**10,278**

HOURS OF  
VOLUNTEERING



**2,845**

VOLUNTEERS PARTICIPATED  
IN COMMUNITY ACTIVITIES



**85.5%**

OF TOTAL PROCUREMENT SPEND  
FROM LOCAL MACAU SUPPLIERS



NUMBER OF LOCAL SUPPLIERS  
INCREASED BY

**5.4%**

AS COMPARED TO 2023



NUMBER OF VOLUNTEER ACTIVITIES  
INCREASED BY

**6.3%**

AS COMPARED TO 2023

# Investing in Youth and Education

Wynn places great importance on nurturing local talent, particularly among Macau's youth. Each year, we organize various programs and activities designed to offer development opportunities, helping young individuals hone their skills and talents and guiding them towards success in our modern, ever-changing society.

Our dedication to social responsibility is reflected in our unwavering support for national education initiatives targeting Macau's young population. We are devoted to enhancing the capabilities and expertise of the next generation in line with the Macau government's vision of promoting a national spirit and reinforcing youth development efforts.

Throughout 2024, Wynn has been proactive in assisting local educational institutions in cultivating talent and has set up scholarships in major universities. These contributions are intended to strengthen higher education provision by supporting innovative academic research, nurturing leading research talent, and encouraging academic collaborations, thereby contributing to the region's economic diversification through education.



# Investing in Youth and Education

## Empowering Students to Explore their Future

This year, Wynn, in collaboration with The Women's General Association of Macau, continued to organize for the third consecutive year of the "2024 U18 Youth Career and Leadership Development Program" aimed at raising youth awareness of career planning and cultivating an international perspective.

Additionally, this year, the Department of Integrated Resort and Tourism Management and the Institute for the Study of Commercial Gaming at the UM organized a two-week study mission to Las Vegas for 35 students, with a visit to Wynn Las Vegas making up a significant aspect of this trip. The students gained valuable insights into the business operations of integrated resorts and tourism management through interactions with the Wynn management team. They attended various performances, which enabled them to understand key aspects of crowd management and event planning. They then explored the daily maintenance of mega sports facilities and learned the design of multifunctional venues. To further enrich their experience, Wynn sponsored the full trip accommodations, allowing students to fully engage with Wynn's esteemed culture and exceptional service. This study's mission aimed to enrich students' theoretical and practical skills in gaming, integrated resort and tourism management, inspiring them to consider the potential for integrating "Tourism+Sports" in Macau's future development.

Through these initiatives, Wynn, together with the invaluable support of our stakeholders, sponsors, and partners in the education, tourism, and hospitality industries, continues to empower the next generation to become future leaders in the hospitality and tourism sectors.

## Enhancing Vocational and Technical Skills of Our Youth

Wynn is dedicated to enhancing the skills of local students and young people by providing diverse internship opportunities in the hospitality sector. These internships are designed to provide students with a comprehensive understanding of hospitality market trends and hands-on work experience in operational departments.

To further support the development of local youth and the preservation of food culture, one of Wynn's experienced chefs was invited to the Macau University of Science and Technology to lead a food masterclass. This interactive session featured a cooking demonstration and a tasting event. The masterclass significantly enhanced the culinary skills of participants and sparked an interest in the food industry, helping to pave the way for their future success in the F&B sector.



# Investing in Youth and Education



## Fostering Artistic, Cultural and Athletic Growth

Since 2022, Wynn has collaborated with União Geral das Associações dos Moradores de Macau (UGAMM) to organize a culture, sports, and arts incubation program to aid local youth in acquiring new skills at UGAMM Ngai Chon Center. A total of 1,500 youth members from low-income families have been provided with subsidies to participate in this youth incubation program, where they are given the chance to connect, exchange experiences, and share resources in Macau. This program offers a supportive platform for young people to acquire new skills and unleash their talent, highlighting Wynn's contribution to Macau's development of industries through the "1+4" moderate diversification strategy. Wynn also encourages the younger generation to participate in sports. In collaboration with the Badminton Federation of Macau, Wynn organized badminton competitions for Macau youth, supported by the Sports Bureau of Macau, which attracted over 300 athletes.

To promote the arts in Macau, Wynn co-organized the 2024 Film Arts Training Programme with the Cultural Affairs Bureau of Macau, offering trainees the opportunity to learn the fundamentals and applications of film arts from professionals. Furthermore, Wynn supported the inaugural "1st Macao International Children's Arts Festival", and brought together nearly 200 participants from various charities to enjoy a range of performances.

Through these programs, we aim to enrich the public's artistic literacy and also integrate the development of the sports, culture, and tourism industries in Macau, helping to position Macau as both a "City of Performing Arts" and a "City of Sports".

# Supporting Entrepreneurship and Innovation

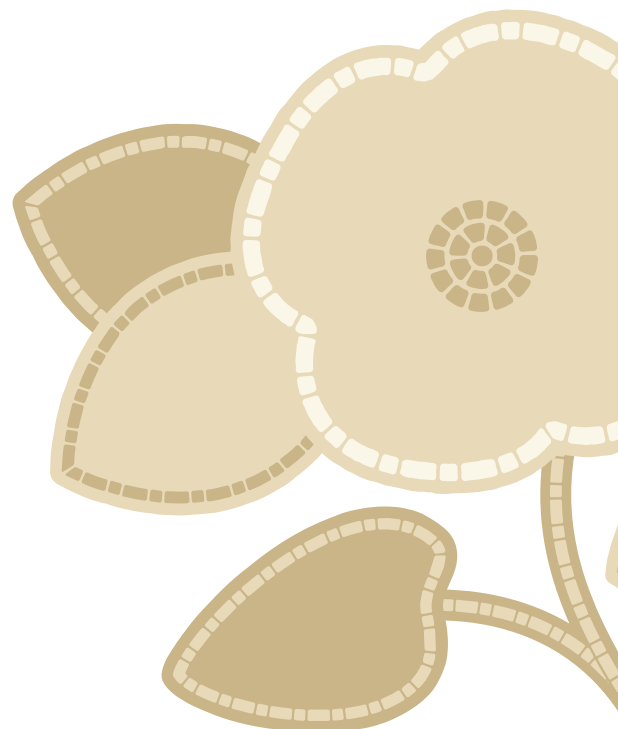
At Wynn, we are dedicated to supporting the development of local talent and SMEs, showcasing our firm belief in growing together for the betterment of our operations and Macau as a whole. To facilitate their growth, we have a policy prioritizing local suppliers. We actively seek out qualified local companies that can provide competitive, high-quality products and services to establish mutually beneficial partnerships. Where possible, we do our best to prioritize suppliers who demonstrate good sustainability practices and align with our sustainability vision. As part of our supplier bidding process, we require input from at least three bidders, and wherever possible, at least one of them must be a local SME based in Macau.

## Local SME Procurement Partnerships

Wynn aims to consistently strengthen and promote a collaborative environment that supports partnerships with local SMEs. We believe that empowering these businesses with the knowledge and skills necessary to overcome hurdles and enhance operational capabilities is fundamental. By focusing on sustainability and collaboration, Wynn not only supports the growth of local businesses but also helps to build a more resilient and dynamic marketplace, echoing our broader commitment to corporate social responsibility and sustainable development.

In 2024, Wynn proudly supported the "Macao International Environmental Co-operation Forum & Exhibition" (MIECF) hosted by the Macau government. With the support and recommendation of the IPIM and a partnership with a local SME, Wynn became the first integrated resort in Macau to transform shredded playing cards into recycled pulp locally, and formally announced this initiative during the MIECF event. This event also brought together innovative local SMEs to explore potential collaboration opportunities that can lead to mutually beneficial environmental projects. We also highlighted the International Genetically Engineered Machine Competition (iGEM) award-winning project from Pui Ching Middle School students, which included research on extracting essential oils from floral waste and fruit peels from Wynn and using artificial intelligence for waste sorting. To inspire a greener Macau, we invited local enterprises to conduct workshops crafting unique products from old yarn and recycled paper.

Total local procurement spend increased by **23.5%**, as compared to 2023



# Supporting Entrepreneurship and Innovation

Wynn also partnered with The Industry and Commerce Association of Macau (ICAM) to support local SMEs by organizing events, meetings, product roadshows and sharing sessions to enhance their overall competitiveness and capture new opportunities from Macau's diverse development activities:

- Around 180 local SMEs were invited to participate in cultural and creative activities at Rua da Felicidade, such as workshops and themed outdoor markets. In addition, more than 200 sessions of street performances organized with local artists and performers were hosted. These activities brought new vitality and contributed to the implementation of revitalization action plans for the old areas of Macau.
- Tea meetings were hosted to inspire SMEs' innovation and entrepreneurial thinking to explore the future business opportunities while recognizing SMEs with awards for their outstanding achievements.
- In June, together with ICAM, Wynn also joined hands with IPIM to host a "SMEs Product Sales" event at our back-of-house areas to promote the high-quality development of the Macau-branded industry by inviting 20 "Macau Ideas" local SMEs exhibitors to showcase over 200 products. The event also included the launch of the "Macau Products Exploration" Smart Vending Machine at Wynn Palace which provides a sales platform for 30 Macau signature products and also raises local brand awareness with our team members.
- A sharing session, "Promoting Macau's Innovative and Diversified Development and Tourism Industry", was hosted in October to share the perspectives on encouraging innovation and opportunities within the tourism and leisure industries with local SMEs. The event allowed local SMEs to discover new business avenues and enhance Macau's economic environment through further partnerships.

## Macao International Trade and Investment Fair

As a steadfast supporter of the Macau government's policy to prioritize local suppliers and promote the development of SMEs, Wynn was honored to participate as a business partner at the 29<sup>th</sup> Macao International Trade and Investment Fair (MIF). Wynn arranged face-to-face meetings with local suppliers in MIF to explain the procurement procedures and standards of Wynn, while also jointly exploring potential opportunities for collaboration.

Wynn also partnered with Macau Live Streaming Association's local e-commerce platform "Aomi" to conduct its first live broadcast at Rua da Felicidade to interact with participants at the MIF Wynn Exhibition Area by offering group buying and discounts on live with vendors. This event showcased the products of more than 100 local SMEs and boosted their brand awareness.

Furthermore, Wynn and the Macau Live Streaming Association also organized SME e-commerce training workshops and shared live streaming marketing strategies with local SMEs, helping businesses explore and embrace online economic opportunities and promoting the transformation of business to online offerings.





## Empowering Local SMEs: Wynn Local SME Partnership Program

In alignment with the nation's focus on developing new quality productive forces, Wynn launched a new initiative under the Local SME Partnership Program, the SME Equipment Improvement Program, in 2023. Since then, the new program has received strong support from local industries, particularly the Macau Productivity and Technology Transfer Center. After careful evaluation, a group of exceptional local SMEs that fulfill the program's standards is selected based on attributes such as being Macau brands, local products, and possessing international certifications for further discussions on ideas for improvement and our provision of necessary equipment to boost their production quality and operational efficiency. Since the launch of the SME Equipment Improvement Program, Wynn has sponsored nine local SMEs to support equipment acquisition and enhancements to their operations, such as warehouse and logistics equipment, manufacturing and processing machinery for F&B, printing and waste paper pulping.

In July, Wynn hosted the "2024 Wynn Local SME Procurement Partnership Meeting and SME Equipment Improvement Program Sharing Session" with support from the Economic and Technological Development Bureau of Macau and IPIM. This event attracted nearly 200 representatives from local SMEs, during which Wynn held meetings with them on exploring business opportunities and shared the results of the first phase of the SME Equipment Improvement Program, highlighting its success in enhancing productivity, raising professional standards, creating job opportunities, and contributing to the diversification of Macau's economy. On the same day, Wynn also held a training seminar to assist local SMEs with integrating ESG core values into their business operations.

We remain dedicated to ensuring local SMEs receive the essential support needed to thrive, all the while strengthening overall competitiveness and elevating the overall quality of the products and services offered in the market.



# Supporting Entrepreneurship and Innovation



## Local SME Training

Building on our commitment to support local SMEs through different initiatives, we hosted SME training workshops to provide professional sharing in order to enhance their skill of business management.

Wynn partnered with the UM's Centre for Innovation and Entrepreneurship and Centre for Continuing Education to host the "Macau SME Training Series" seminar, which focused on traditional Chinese medicine (TCM) and the big health industry. The seminar provided attendees with valuable insights into Macau's TCM market, covering key topics such as market positioning, brand building, and value-added strategies, equipping practitioners with the necessary skills to enhance product competitiveness and effectively navigate market challenges.

Additionally, the Pan Mac Junior Chamber hosted a launch ceremony for its themed SME event series at Wynn Palace in June, attracting over 100 attendees. As part of the event, Wynn co-hosted a training workshop aimed at equipping local businesses with digital marketing strategies to engage customers and drive growth in the digital age, including an introduction to key topics such as domestic consumer trends, brand positioning, and product optimization. Wynn's support for this workshop reflects our commitment to equipping local operators with essential digital marketing tools, enhancing their impact and revitalizing the local economy.

In November, we hosted an SME training workshop focused on network asset management. The workshop provided valuable insights into developing lasting and sustainable business partnerships, underscoring how such connections can enhance the quality of life and work for both individuals and businesses. Coupled with the training and sharing sessions, participants gained practical strategies for building high-quality networks and received guidance on transforming their networking approaches to foster greater collaboration and innovation.

# Affirming Dynamic Tourism

Wynn is committed to broadening Macau's international appeal and further bolstering Macau's offerings as a tourist destination by hosting top-tier international events and conventions, supporting the Macau government's objective to deepen tourism crossover synergy and tap into overseas customer markets. By creating opportunities for local residents and international visitors to experience the vibrancy of our city, Wynn aims to advance the collaborative development of Macau's tourism and leisure sports industry. This in turn strengthens Macau's position as a World Centre of Tourism and Leisure, elevating its international image.



## Diverse Roadshows to Promote Tourism and Gastronomy

Wynn actively collaborates with the Macau government to promote Macau in mainland China and overseas to attract visitors from around the globe through various efforts. Our participation in the 12<sup>th</sup> Macao International Travel (Industry) Expo, an international professional travel industry fair targeted to foster global collaboration in the tourism industry and deepen integration across "Tourism+", has been a resounding success in bringing together international exhibitors, suppliers, and trade visitors. In addition to the Expo, Wynn hosted "The 4<sup>th</sup> Macau-Qingdao Beer & Cultural Festival and Macau-Qingdao Week" in November, emphasizing collaboration in tourism between Macau and Qingdao, both recognized as coastal UNESCO Creative Cities. Together, these efforts contribute to enriching the cultural tourism landscape and enhancing Macau's appeal as a vibrant tourist destination, while also strengthening the cross-border integration of Macau's "Tourism+" initiatives.

Wynn's dedication to presenting Macau as a unique and multifaceted destination is further demonstrated through our engagement in initiatives such as the "Experience Macao" roadshows in mainland China, Hong Kong, Singapore, Indonesia, Thailand, Malaysia, Japan and Korea. These events, featuring interactive experiences, cultural performances, and promotions of Macau's diverse and rich tourism offerings, underscore Wynn's role in enhancing Macau's tourism industry and driving the region's economic growth through increased visitor engagement and diverse culinary experiences.

# Affirming Dynamic Tourism



## Wynn Signature

Wynn has played a pivotal role in invigorating Macau's tourism industry by hosting luxurious and exclusive events that showcase Macau's unique cultural offerings. As a key player in the international hospitality industry, Wynn aims to highlight Macau's distinctive offerings, which drive tourism and foster regional economic growth. In line with the Macau government's "1+4" diversified development strategy and the long-term development of the non-gaming tourism industry, Wynn proudly introduced its exclusive lifestyle brand, "Wynn Signature", in 2023 to offer an unparalleled resort experience and explore new opportunities for guests around the world. To support this vision, our dedicated "Wynn Signature" team is committed to delivering exceptional, world-class events in Macau.

One of the standout events held at our properties this year was the "Wynn Signature – 2024 Hypercar Exhibition". Held at Wynn Macau and Wynn Palace from August to October, this remarkable event featured 30 of the world's rarest ultra-luxury hypercars, many of which made their debut in Macau. The event offered a unique blend of "Tourism+Sports", allowing visitors to marvel at the exceptional technological craftsmanship on display whilst immersing in unforgettable discoveries and luxurious lifestyle experiences.

In the culinary sphere, Wynn hosted the Wynn Signature Chinese Wine Awards in March, inviting top international judges and wine elites, forming the largest exclusively Chinese wine rating

system, to evaluate nearly 700 submissions from around 200 renowned Chinese wineries. As part of the event, dinners and masterclasses were presented to raise awareness about the success of China's wine industry. The grand award presentation ceremony in April marked a significant milestone in the international promotion of Chinese fine wines, crowning the best wines from the competition to enhance the global visibility of this industry. To further celebrate this achievement, Wynn introduced a Wynn Signature Awarded Chinese Wine Pairing Menu across eight restaurants, including SW Steakhouse, Mizumi, and Lakeside Trattoria, allowing guests to experience the dynamic pairing of modern imperial cuisine with award-winning wines from the competition. By bringing together top wineries and high-quality production areas in mainland China, Wynn effectively showcases the incredible quality of wines coming from the region while reinforcing Macau's position as a World Centre of Tourism and Leisure.



# Affirming Dynamic Tourism

## Promoting Sport Tourism

Wynn is devoted to promoting Macau as a "City of Sports" by introducing renowned events and fostering a local sports culture. We actively promote diverse sporting activities to the public, encouraging healthy lifestyles and providing a wide variety of offerings and events throughout the year. By bringing prestigious exhibition games to Macau, Wynn aims to enhance local sports development, foster collaboration between tourism and leisure sports, and support economic diversification, ultimately reinforcing Macau's position as a "City of Sports".

Wynn demonstrates its dedication to fostering a diverse global outlook for Macau by actively hosting prestigious sporting events. The "International Series Macau presented by Wynn", the largest golf tournament ever brought to Macau in 2024, marked Macau's inaugural participation in the International Series, featuring a lineup of prestigious golf-related events introduced on the Asian Tour. This high-profile tournament attracted elite LIV Golf players, major winners, and a host of golf superstars from around the globe, making their debut competition in Macau. While the world's top golfers showcased their talents throughout the week-long tournament, Wynn hosted a Golf Village on the outdoor South Lawn at Wynn Palace. The event saw the participation of 900 individuals, including students, parents, and members from various schools and NGOs, who took part in a variety of complimentary activities such as live broadcasts of international competitions, golf-themed games, mini-golf, and much more.

To complement its golf initiatives and to promote synergy between sports and tourism, Wynn hosted the "Snooker Legend and Rising Star Exhibition Game" in May, featuring an exciting match between seven-time World Snooker Champion Ronnie O'Sullivan and the rising Chinese star Si Jia Hui, a semi-finalist at the 2023 World Snooker Championship. Continuing with snooker, Wynn welcomed nine top snooker legends including Ronnie O'Sullivan, Jack Lisowski, Judd Trump, Marco Fu, and Ding Jun Hui in the "Wynn Presents - 2024 Macau Snooker Masters" tournament in December. It provided locals and international visitors the chance to witness these renowned snooker stars competing over several days at Wynn Palace.



Other sports events that Wynn hosted during the year included the Greater Bay Area Touch Rugby Championship in collaboration with the Macau Rugby Club, featuring intense competition among eight teams from across the region to promote rugby to the public, and the basketball tournament "Wynn Presents - 3x3 Greater Bay Area Tour 2024".

Looking ahead, Wynn is dedicated to attracting more international sporting competitions to Macau by continuing to host these high-profile sports events, in line with the Macau government's "1+4" diversification development strategy. These significant events offer exceptional experiences for both locals and visitors, while also aiding the development of the tourism and leisure sports industries through collaboration, allowing Wynn to contribute to reinforcing Macau's status as a World Centre of Tourism and Leisure.

# Affirming Dynamic Tourism



## World Centre of Tourism and Leisure

### Dive into the Artistic Wonders of "Illuminarium"

In support of the Macau government's strategy to integrate culture, art, and tourism, Wynn Palace established the "Illuminarium" as part of our creative commitment to promoting music and art in Macau. Equipped with cutting-edge visual, audio, and haptic technologies, this innovative venue caters to a variety of entertainment, including immersive exhibitions, igniting visitors' boundless imagination in a world where art and music intertwine. At the Illuminarium, visitors embark on captivating events, such as the 45-minute "WILD" cinematic journey experience, which takes visitors to the wild savannah with educational insights into Africa's exotic wildlife, or the exclusive exhibition "Lotus Blossoms in Pairs, Plum Blossoms in Clusters – The Artistic World of Qi Baishi" showcasing extraordinary masterpieces from a digital perspective that interweaves modern technology with traditional brushstrokes. These creative journeys featured at Illuminarium enrich and highlight Macau's diverse tourism landscape through the "Tourism+" concept.

# Affirming Dynamic Tourism

## Creative City of Gastronomy

Wynn has consistently demonstrated its commitment to elevating Macau's culinary scene and reinforcing its status as a UNESCO-designated Creative City of Gastronomy, a recognition from the United Nations Educational, Scientific and Cultural Organization (UNESCO). During the year, Wynn hosted multiple culinary events including:

- The "Wynn Guest Chef Dining Series" in July, serving as a platform for exchanging knowledge, promoting regional cuisines, and encouraging creative advancements in gastronomy through the artistry of chefs;
- The "City of Gastronomy in Macau 2024" Series Event Forum in December, sharing our successful strategies for advocating sustainable seafood and the broader significance of responsible ocean development, and hosting a culinary exchange dinner on the same day featuring chefs from Macau, Chengdu, Shunde, Yangzhou, Huai'an, and Chaozhou; and
- The "East Meets Best Collaboration Dinner" where Wynn Las Vegas teamed up with Wynn Macau during Revelry, a new culinary festival in Las Vegas, bringing diverse culinary experiences to chefs in Macau and showcasing the finest haute Chinese cuisine in Las Vegas.

Our support in connecting Macau through culinary passion is also prominently showcased in our participation in the "International Cities of Gastronomy Fest, Macao", organized by the Macao Government Tourism Office in collaboration with multiple UNESCO Creative Cities of Gastronomy. It featured an array of food stalls, culinary demonstrations, and a gastronomy forum – all designed to create an extraordinary feast and enriching experience. As part of the event, Wynn presented an exquisite Royal Banquet titled "Culinary Journey to the South", inviting guests to explore China's rich history and intangible cultural heritage through a vibrant palette of ingredients. Additionally, a special Masterclass session was conducted at the Wynn F&B Academy, engaging our F&B team members and students from the Macao University of Tourism, deepening their understanding of China's culinary culture and offering invaluable insights from chef's extensive expertise. Through the universal language of cuisine, attendees were able to appreciate Macau's unique culinary culture and recognize the significance of its designation as a Creative City of Gastronomy.

With a range of different culinary projects offered throughout the year, Wynn demonstrates our commitment to celebrating culinary traditions and bringing together industry talents to enhance the overall dining experience offerings in Macau.



# Affirming Dynamic Tourism



## Building on the Success of Rua da Felicidade Revitalization Project

Wynn is committed to working with different stakeholders in our community to leverage the interconnection of "Tourism+" and to promote the development of Macau's economy and tourism. As part of this commitment, we are honored to have been selected by the Macau government in 2023 to support the revitalization of the Rua da Felicidade, one of the most famous streets in Macau's old town area, also known as one of the Macao New Eight Scenic Spots.

This pioneering project marks the first community revitalization effort jointly undertaken by the government's cross-departmental teams and an integrated tourism and leisure enterprise in Macau. The Rua da Felicidade is being transformed with Wynn's unique business expertise. The cultural and tourism elements of the area are enriched through activities introduced by Wynn, which include the launching of complimentary guided cultural tours, themed creative markets, and the vibrant street performances by local artists, showcasing local talent and providing vital support to the cultural and creative industries. Wynn believes that these efforts attract visitors, promote social harmony, and enrich the cultural and tourism elements of Macau.



# Affirming Dynamic Tourism



## Supporting the Big Health Industry and Medical Services

Wynn is committed to actively supporting the development of Macau's medical and health undertakings, one of the four major industries that have been designated as playing a decisive role in the sustainable development of Macau's economy. As part of this support, Wynn co-organized with Kiang Wu Hospital to hold "The Greater Bay Area – International Oncological Symposium 2024" in June. Oncology experts from Europe, America, Africa, Hong Kong, and mainland China were invited to deliver speeches, attracting around 300 industry participants. This symposium is of great significance in promoting the development of Macau's medical and health undertakings and promoting international cooperation.

Wynn promotes medical tourism by combining healthcare with leisure, aligning with the trend towards a healthier lifestyle. The newly opened EliteKinesio Medical Centre at The Spa at Wynn Palace, Macau's first in-spa health center, offers personalized health services and holistic treatments. The center provides bespoke health services and holistic treatment plans through personalized sessions with physical therapists in a spa environment, addressing pain issues, preventing injuries, and improving sleep quality. Tailored programs focus on core muscle strengthening and cardiorespiratory fitness while offering musculoskeletal management, injury recovery, posture correction, and postpartum recovery services, advancing health and wellness in Macau over the long term.

# Affirming Dynamic Tourism



In November, Wynn hosted the event "Beyond the Gym: Global Perspectives on Fitness & Wellness" to position Macau as a rising health and wellness hub while also promoting the Big Health industry. The event saw participation from over 100 attendees, including representatives from the SSM, universities in Macau, fitness centers, and local SME sports businesses. Featuring an esteemed panel of global health and wellness specialists, the seminar highlighted the comprehensive nature of wellness, which goes beyond just physical health to encompass mental resilience, personal development, and sustainable practices.

Through these initiatives, Wynn seeks to continue playing a role in the Big Health industry and advance "Tourism+Wellness" programs in Macau, enhancing the city's status in international medical tourism status.



# Philanthropy and Volunteering

## Community Investment and Engagement

At Wynn, we have always lived up to our aspiration of giving back to society through spreading care in the community. As a corporate entity operating in Macau, our dedication to fulfilling social responsibility and volunteering commitments has long been honored through the Wynn Care and Wynn Employee (WE) Volunteers programs.

This year, we are pleased to have brought together 2,845 WE Volunteers to support various community engagements in addition to offering donations to NGOs and charity groups. These include the Orbis Raffle Charity Sale to support pediatric eye care, the Oxfam Rice Charity Sale to aid small farmers affected by climate change, and a charity sale organized by Macao Famine to benefit World Vision's African projects. Additionally, Wynn celebrated 15 years of collaboration with the Macao Blood Transfusion Service, hosting blood drives that saw 180 team members generously donating. Wynn team members have actively and collectively participated in various charity initiatives, demonstrating Wynn's strong sense of community.

Wynn's donations and sponsorships this year totaled HK\$85.9 million. Some of our donations and support in 2024 are highlighted below:



MOP  
**780,000**

TO TUNG SIN TONG FOR THE  
19<sup>th</sup> CONSECUTIVE YEAR

MOP  
**700,000**

TO SUPPORT  
WALK FOR A MILLION

MOP  
**337,000+**

TO WELFARE SHOP PROJECT  
OF MACAU HOLY HOUSE  
OF MERCY FOR THE 12<sup>th</sup>  
CONSECUTIVE YEAR

# Caring for Underprivileged Groups

Wynn understands that timely assistance means tremendous support for disadvantaged families.

This year, the WE Volunteers organized several donation initiatives and charity sales to support various NGOs that serve elderly individuals, animals, and people with disabilities. The team partnered with the Association of Parents of the People with Intellectual Disabilities of Macau, the Everyone Stray Dogs Macau Volunteer Group, and the Macau Special Olympics (MSO) to raise funds through various charity sales. Launched jointly by Wynn Care and Happy Market Social Enterprise of Fuhong Society of Macau since June 2021, "Wynn Care Station" donation events have enabled our team members to contribute new or gently used clothing and toys for resale at Happy Market which foster the regeneration and sharing of resources within the community. The successful implementation of these events provided crucial assistance to those in need and cultivated a sense of community involvement and solidarity.

Moving ahead, Wynn will continue to help and care for underprivileged groups, making a meaningful impact on the lives of those in need.



## Giving Tuesday

Giving Tuesday is an International Day of Action, encouraging the world to proactively show care and love to people in need on the first Tuesday following Thanksgiving Day. Upholding our tradition to support Giving Tuesday, our team members organized various charity activities throughout November and December to spread warmth in the community. These initiatives included distributing 750 complimentary meal boxes to those in need through social enterprises operated by the Fuhong Society of Macau, Caritas Macau, and the MSO. We donated nearly 500 grocery items and household cleansing products to the "Wynn Care Station", enabling underprivileged groups to purchase essentials at discounted prices. The WE Volunteers also assisted elderly families in a photo shoot charitable event, helping to create delightful memories for them.

Donations and sponsorships  
increased by **15.6%**,  
as compared to 2023



# Caring for Underprivileged Groups



## Wynn and Kiang Wu Critical Illness Assistance Scheme

Wynn recognizes that providing timely financial support and personalized treatment plans to critically ill patients and their families is essential to helping them navigate the challenges of severe health conditions and alleviating potential financial burdens. Since 2021, Wynn and the Kiang Wu Hospital Charitable Association have jointly organized the "Wynn and Kiang Wu Critical Illness Assistance Scheme" to offer assistance to those facing financial difficulties. In the period from 2022 to 2023, the number of subsidized patients increased by 111.8% compared to the scheme's first year. Building on this success, the program launched the critical illness assistance scheme again in 2024, introducing a green channel and a 24-hour emergency treatment plan for conditions such as acute coronary syndrome, acute gastrointestinal bleeding, acute trauma, stroke, carbon monoxide poisoning, and other life-saving measures. These enhancements aim to significantly improve the efficiency and quality of treatment for critically ill patients, ultimately increasing survival rates and reducing mortality.

# Promoting a Caring Community

Wynn recognizes the value of treating people with respect and is dedicated to fostering a thoughtful environment where individuals with different needs and experiences can thrive together.

## Advancing Opportunity for All

Wynn has consistently shown strong support for the MSO in promoting early childhood intervention and raising awareness among parents and citizens about the critical development period for children aged two to six. To continue the 2023 Child Development Awareness Day follow-up plan, Wynn has supported the MSO in organizing teacher training, home lectures, children's group activities, and parent-child game workshops. These initiatives aim to identify children with suspected developmental delays, providing explanations and training plans from senior special education teachers to help parents understand their children's developmental levels and abilities. This project aided over 300 individuals, aiming to assess children's physical and mental development for timely intervention during this crucial early childhood education stage. We also sponsored the 2024 Children Development Awareness Day which was organized by MSO and featured onsite consultation services, ability testing, game booths, color painting exhibition and award ceremony with 600 participants at the year end. Wynn continued its collaboration with the MSO via a unique program offering training opportunities beyond Macau for local athletes with disabilities, helping them to foster personal and professional growth.

On the other hand, Wynn has also continued our long-held partnership with the Fuhong Society of Macau to offer artistic programs and training for individuals with disabilities and those in need. Since 2018, Wynn has sponsored the "Art Inspiring Program", which provides diverse artistic experiences such as music, painting, and crafts to help participants cultivate their creative potential and enhance their well-being. Recently, culinary instructors from the Wynn Academy also conducted demonstrations at the "Corner of Portuguese Cuisine", teaching people with disabilities and people in mental health recovery how to prepare dishes, enhancing their living and occupational skills and helping them integrate into society.

Wynn also sponsored the "Fun for All" Community Promotion Carnival and "City Hunt" event. These initiatives aimed to foster public understanding of the challenges encountered by people with intellectual disability, highlighting their living needs to promote inclusion, equality, and mutual respect to a broader audience, particularly the youth.



# Promoting a Caring Community

## Caring for the Elderly

Wynn is committed to upholding the cherished tradition of honoring the elderly in Chinese culture by supporting the UGAMM and the Macau Holy House of Mercy in sponsoring the 2024 Series of Activities to Celebrate Elders' Day, including Happy Day for Senior Citizens and a Gift Distribution Ceremony for individuals aged 75 and above. These initiatives have not only actively involved around 2,500 elderly participants but have also promoted social interactions and community engagement, reflecting our combined efforts and the spirit of our community.

Additionally, the WE Volunteer team continues its commitment to addressing the needs of the elderly in Macau. They consistently reach out to users of the tele-assistance service Peng On Tung, successfully contacting over 2,800 individuals throughout 2024 to check on their well-being. Beyond phone outreach, volunteers have partnered with the Elderly Care Service Network to visit close to a hundred elderly residents, listening to their stories and everyday experiences. Furthermore, WE Volunteers held smartphone teaching workshops at UGAMM I Chon Center, where they guided elderly participants on



essential smartphone usage with patience and care, helping them to remain connected with family members while also empowering them to become more self-sufficient and confident in using mobile technology.

By actively participating in initiatives that enhance the well-being of the elderly, we aim to improve their overall quality of life and cultivate a shared sense of compassion and respect within our community. Through our efforts, Wynn aspires to serve as an example to others, motivating more individuals and organizations to engage in elderly care.



## Everyone Stray Dogs Macau Volunteer Group

Alongside supporting individuals in need within the Macau community, Wynn also extends our charity work to help stray animals. Together with the Everyone Stray Dogs Macau Volunteer Group, which provides homeless dogs with food, shelter, and medicine, Wynn held a charity sale in the back-of-house area to advocate for the importance of caring for animals. The funds raised were used for the medical expenses of elderly, sick, and rescued dogs in their shelters.

# Supporting the Greater Bay Area and Beyond

At Wynn, we leverage our business to bring promising socioeconomic value to our community in Macau, as well as the GBA and beyond. Our community-focused initiatives are centralized under one umbrella, enabling our contributions and efforts to expand from various volunteering activities and community events in Macau into the GBA and beyond to foster collective prosperity.



## Sharing Session on the Spirit of "Two Sessions"

In March, Wynn hosted a sharing session on the spirit of the second session of the 14<sup>th</sup> National People's Congress and the second session of the 14<sup>th</sup> National Committee of the Chinese People's Political Consultative Conference (Two Sessions). Four keynote speakers provided insights and key highlights from this year's Two Sessions, offering team members a deeper understanding of the latest developments in mainland China and the wider region. The event, guided by the Friendship Association of Members of the Chinese People's Political Consultative Conference at the Macau Provincial Instance, emphasized the central government's commitment to supporting Macau's development under the "One Country, Two Systems" framework. Leaders highlighted the importance of "new quality productive forces" in advancing national development through innovation and quality, reinforcing opportunities for Macau to contribute to national progress and stability.

Wynn also hosted a "Spirit of the Two Sessions Sharing Session for the Macao Youth Industrial and Commercial Sectors" in April, aimed at giving Macau's young business community and Wynn team members a comprehensive understanding of national policy trends in mainland China.

## National Security Education Exhibition

Wynn has participated in the National Security Education Exhibition for six consecutive years. Our President, Vice Chairman, and Executive Director, Ms. Linda Chen, led a group of senior executives from Wynn to participate in the opening day of the "National Security Education Exhibition" to support the Macau government in promoting national security education efforts and deepen the understanding of national security among Wynn's team members. This year's exhibition theme was "Overall National Security Concept, 10<sup>th</sup> Anniversary of Innovation Leadership". By presenting concise information, more than 260 pictures and multiple videos, the exhibition showcased how the national security systems and capabilities have significantly modernized and improved.

# Supporting the Greater Bay Area and Beyond



## Rural Revitalization and Understanding National Development

To enhance the national identity of Macau's youth and foster a strong sense of community within the Chinese nation, Wynn organized the "Wynn Macau Youth National Education and Rural Revitalization Experience Tour" in July to provide a group of 30 Wynn team members with an opportunity to visit Jiangxi province, where they explored the history of their motherland and witnessed the tangible results of rural revitalization alongside the youth from local associations, Macau, Hong Kong and Taiwan. Jiangxi, as the closest inland province between Hong Kong, Macau, and Taiwan, serves as a vital passage and has emerged as a hotspot for travel, leisure, investment, and business for compatriots from the GBA and beyond. Through this trip, the participating youth were able to appreciate Chinese culture, artwork, and architecture while also learning about Chinese history.

To support the rural revitalization initiative, the Wynn Care Foundation sponsored over MOP 100,000 to assist the development of the Nanfeng Honey Tangerine picking garden project, aiming to support rural growth and sustainable agricultural practices. This initiative leverages the region's premium resources to promote the revitalization of rural areas in Jiangxi. The project includes a meticulously managed Nanfeng Honey Tangerine picking garden and a boutique Xiaokang Garden, utilizing practices such as ridge cultivation, organic fertilizer management, and psyllid nets to enhance quality and productivity for tangerine. By boosting the local economy and promoting environmental stewardship, we are not only contributing to nurturing the land but also empowering the community, paving the way for brighter collective growth.



# Supporting the Greater Bay Area and Beyond

## Welcoming the National Olympic Team

During the Paris 2024 Olympics, China achieved remarkable success by securing a total of 91 medals, which included 40 golds, 27 silvers, and 24 bronzes. Wynn took great pride in supporting national sports development and was honored to celebrate the national Olympic team's outstanding achievements at a welcome dinner organized by the Macau government. In addition to celebrating with the national Olympic team over dinner, the group was also given a chance to experience the vibrant local culture at Rua da Felicidade. These experiences honored the Chinese Olympic team's achievements, reinforced our strong sense of national pride and continuing support for sports development.

In celebration of the 75<sup>th</sup> anniversary of the establishment of the People's Republic of China and the 25<sup>th</sup> anniversary of Macau, the "Jubilant Run For All COPPC Macau Cup" took place in October and attracted over 3,000 participants. Athletes from the national team, including Su Bingtian, Guo Jingjing, Quan Hongchan, and Chen Meng, along with talented athletes from Hong Kong and Macau such as Wong Kam Po, Cheung Siu Lun, Leong On Ieng, and Li Yi, raced with participants along a picturesque route that highlighted various iconic landmarks in Macau, starting at Wynn Palace.



## Supporting Sports Talents

To facilitate the development of Jinan University as a high-level research university and nurture youth sports talents, the Wynn Care Foundation committed over MOP 2 million to the Education Development Foundation of Jinan University, Guangdong, to support the development of "Su Bingtian Speed Research and Training Centre". The Speed Research and Training Centre is a special experimental base integrating training, rehabilitation, competition, scientific research, and science popularization.



# Our Planet



# Sustainability Message

Wynn is dedicated to achieving the highest level of quality, crafting the most exceptional luxury experience and delivering extraordinary service. This pursuit of excellence also extends to our unwavering commitment to environmental and social responsibility. We fully recognize that luxury hospitality companies must not only meet current demands, but also prioritize the well-being and prosperity of future generations.

Our global sustainability goals drive our efforts to meet our environmental sustainability objectives. By adopting proactive strategies and innovative solutions, we aim to reduce our environmental footprint through energy efficiency projects, water use management, and responsible waste handling. We understand the importance of balancing the interests of our investors, employees, guests, and the local community by operating an environmentally sustainable and resilient business, and are committed to utilizing resources wisely to ensure their preservation.

Our determination is fueled by our dedication to addressing the global challenge of climate change through the achievement of Net-Zero carbon emissions by 2050, considering it our responsibility to contribute towards mitigating the adverse environmental impacts on our planet. Although our overarching objective as a company is ambitious—to establish resorts that generate zero carbon emissions—we firmly believe that this aspiration is within our reach.

As demonstrated by the strong track record of excellence in all aspects of our operations including our environmental initiatives, we are honored to announce that Wynn successfully achieved EarthCheck Certified Silver status in 2024. Furthermore, we were recognized by the Centre for Business Sustainability of CUHK's Business School the 4<sup>th</sup> HBSI and the 5<sup>th</sup> GBABSI rankings. For the third consecutive year, Wynn was ranked in the Top 10 and Top 20 of the two indices, respectively.

Wynn is committed to supporting the Macau government's Long-term Decarbonization Strategy, which encompasses sustainability strategies in the areas of electricity use, land

transportation, clean energy, and waste treatment. To align with these goals, we have continuously promoted sustainable tourism in Macau by encouraging green transportation through the provision of complimentary electric vehicle charging stations for both employees and hotel guests. Additionally, Wynn has taken a significant step toward energy reduction by replacing our existing lighting equipment with energy-efficient light-emitting diodes (LED) in our properties. Through the continuous implementation of enhancement measures, Wynn remains fully committed to minimizing the environmental footprint of our operations. We work to promote energy conservation, low-carbon living, green transportation and waste reduction at source, aligning with the long-term decarbonization strategies of Macau. This year, we have elevated waste management as a priority material ESG topic, aligning with our ambitious corporate goal of establishing resorts that generate zero carbon emissions. Embracing creativity and innovation, we strive to provide a unique and environmentally friendly experience for our guests.

Moving forward, we are dedicated and enthusiastic about creating positive and enduring environmental, social, and economic impacts in our community while continuing to offer guests the ultimate hospitality experience.



# Environmental Highlights



NON-HAZARDOUS WASTE DIVERSION  
INCREASED BY

**136.9%** AS COMPARED TO 2023



TOTAL GHG EMISSIONS (t CO<sub>2</sub> e)  
DECREASED BY

**36.7%\***



FOOD WASTE DIVERSION  
INCREASED BY

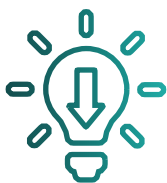
**18.5%** AS COMPARED TO 2023



NEARLY

**100%**

PLAYING CARDS RECYCLED  
IN 2024



**11.7%\***

ENERGY REDUCTION



PROCURED

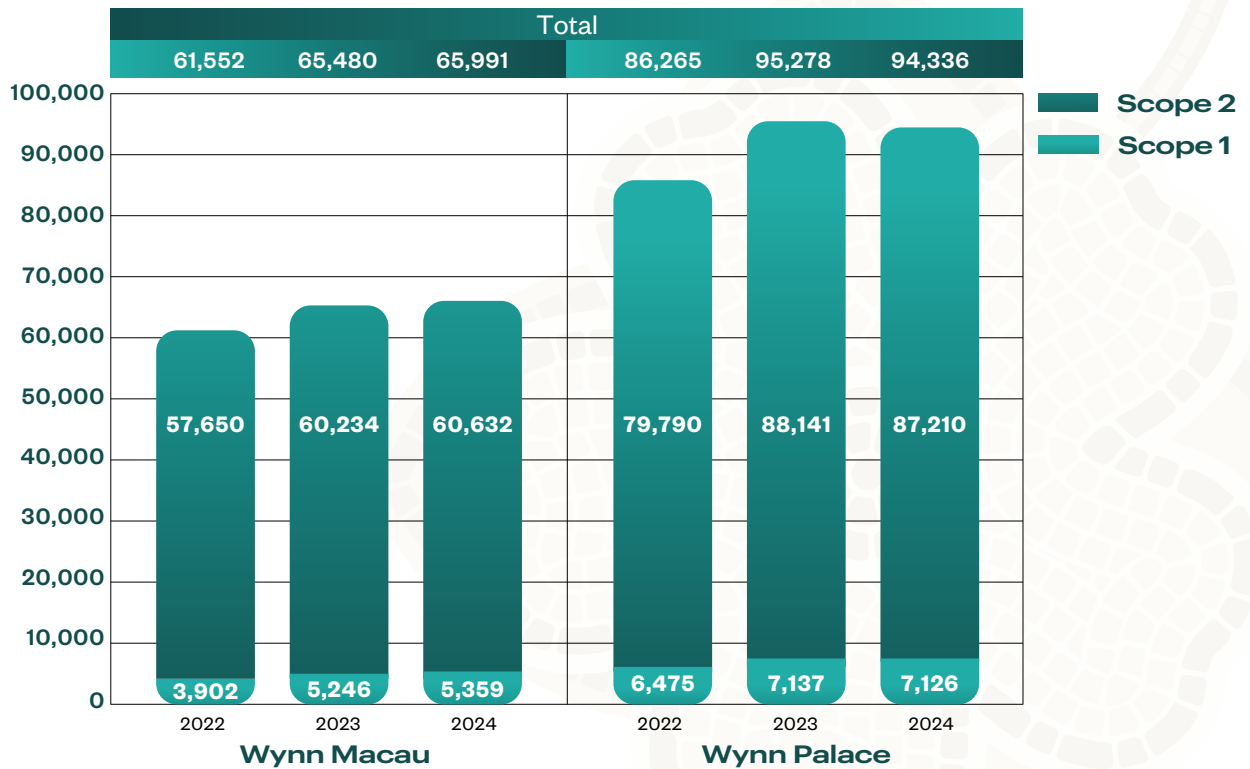
**100%**

CAGE-FREE CHICKEN EGGS IN 2024

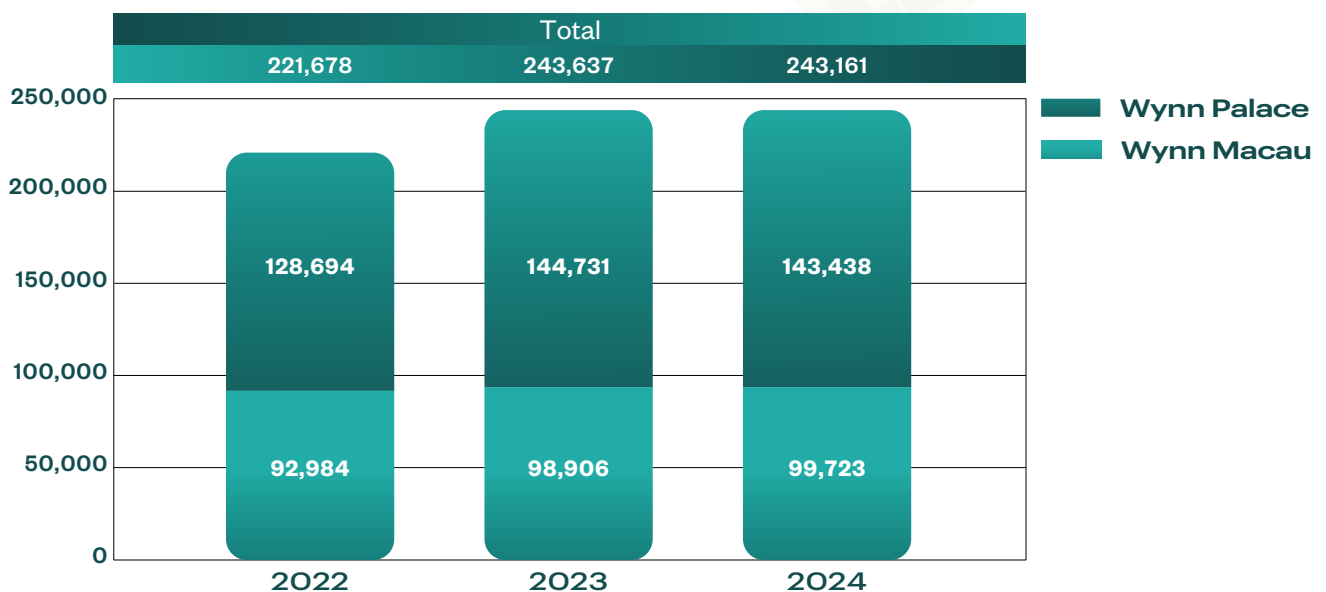
\* Our energy and carbon reduction is benchmarked against 2019, the year Wynn Resorts, our ultimate holding company, initiated its zero-carbon resort goal.

# Environmental Highlights

## 2024 Greenhouse Gas (GHG) Emissions by Scope and Property (t CO<sub>2</sub>e)

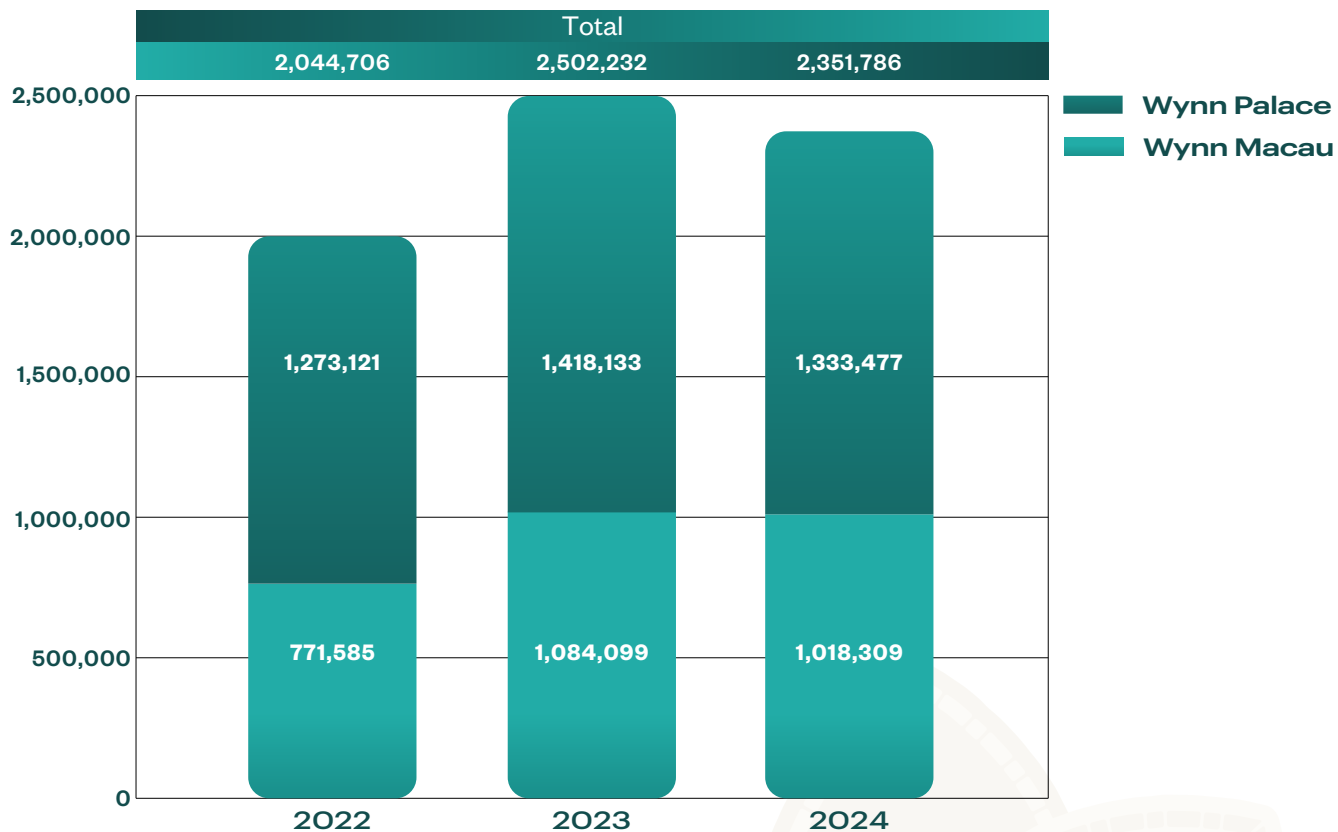


## Electricity Consumption by Property (MWh)



# Environmental Highlights

## Water Consumption by Property (m<sup>3</sup>)



### TOP 10

In the Greater China Hotel  
Business Sustainability Index

### TOP 20

In the Greater Bay Area  
Business Sustainability Index



Recycled  
a total of **2,925 kg** of  
soap in 2024 by working  
with Clean the World Asia

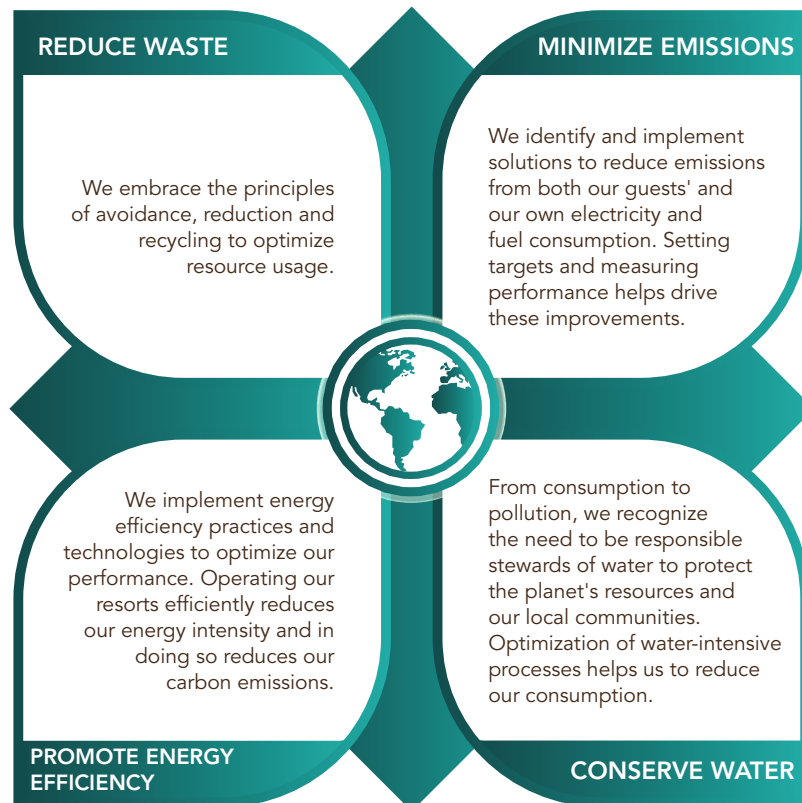
# Environmental Stewardship

As a leader in promoting sustainable development in the hotel industry and supporting the Macau government's carbon reduction strategies, Wynn has an important role to play in environmental protection. We aim to lead by example by aligning our actions with our advocacy for green living initiatives, accomplishing this goal by embedding environmental awareness into our day-to-day operations. This includes tracking and minimizing inefficient consumption practices and leveraging technology that enables us to manage and utilize natural resources responsibly, thereby offering guests Wynn's premium experience in an environmentally friendly manner.

At Wynn, we are dedicated to ensuring the successful implementation of a reliable and robust environmental management system (EMS) that aligns with our sustainability policy. Our Board provides oversight and is committed to the continuous improvement of our environmental performance. We have established clear roles and responsibilities to ensure the effective implementation of our sustainability policy, compliance with local environmental laws and regulations, which reflects our commitment to create a positive impact on the environment and society. We actively raise awareness among internal and external stakeholders about our environmental management practices and related impacts. To support this, we provide training and educational activities for employees to foster a better understanding of the environmental implications of their work activities at Wynn.

Our dedication to sustainable practices reflects how Wynn focuses on its role as a responsible environmental steward. At our core lies a fundamental principle: caring for both our guests and the Earth. We strive to offer best-in-class experiences at all our global resorts while demonstrating respect for people, communities, and the planet. Honoring this principle means providing award-winning service at our resorts worldwide in a manner that preserves nature for future generations to enjoy.

Our main environmental management objectives are to:



We are strongly committed to fulfilling our corporate social responsibilities by proactively supporting smart initiatives focused on environmental protection and the sustainable development of the hotel industry. Initiatives range from efforts to reduce emissions and waste to conserving water and energy, all of which demonstrate Wynn's dedication to delivering five-star service while helping to construct a greener Macau by improving the industry's operational standards for sustainability.

# Environmental Stewardship

## Minimizing Emissions

### Sustainable Transportation and Electrification

Wynn recognizes the importance of advancing green transportation. Since 2018, we have introduced an electric guest shuttle bus fleet to lower our emissions. To promote more sustainable commuting options, we also introduced additional electric charging stations at both Wynn Macau and Wynn Palace for the convenience of guests and our team members. We continue advocating for the adoption of electric vehicles and electric motorcycles, aiming to reduce roadside air pollution and greenhouse gas emissions from vehicle usage.

### Scope 3 Indirect Emissions from the Value Chain

Since 2023, Wynn has performed a Scope 3 emissions mapping exercise to develop a comprehensive carbon profile and enhance our understanding of emission sources within our value chain. This exercise aided us in identifying material emissions categories to be incorporated into Wynn's carbon inventory, as well as highlighting key areas to be prioritized for emission reduction efforts and related follow-up actions. Going forward, we will continue to enhance the data accuracy and completeness of our Scope 3 emissions coverage while also beginning to engage our suppliers on managing relevant emissions.

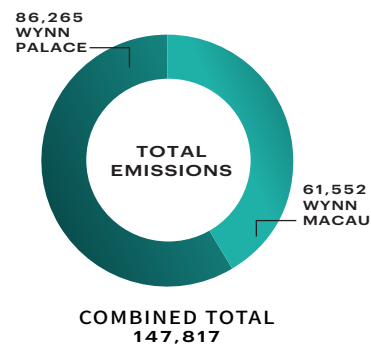
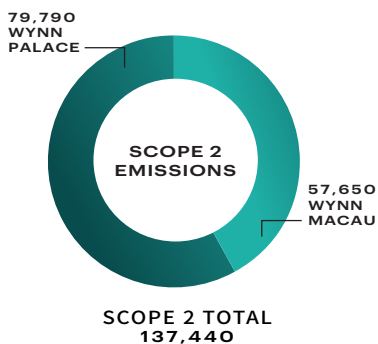
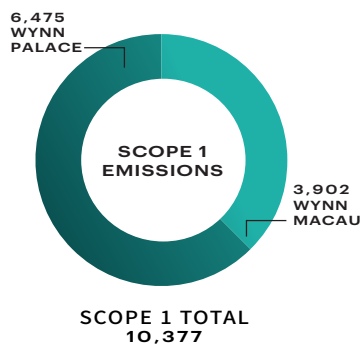
Our Scope 3 mapping suggested that the primary category with the largest emissions share is Category 1: Purchased Goods and Services. We are currently refining our inventory and assessing targeted actions to further our efforts in reducing emissions.



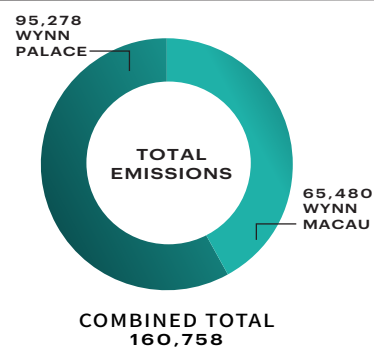
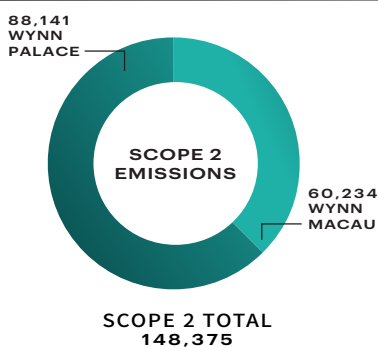
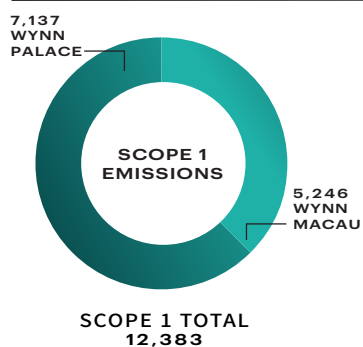
# Environmental Stewardship

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

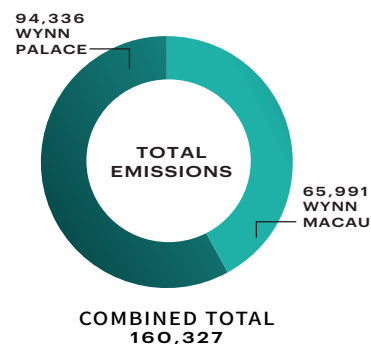
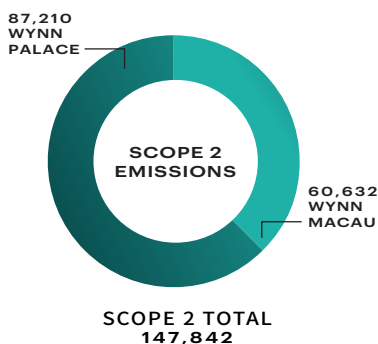
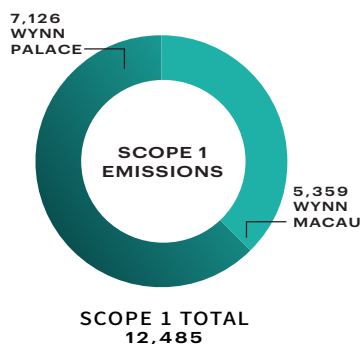
### 2022



### 2023



### 2024



Total GHG emissions (t CO<sub>2</sub>e)  
(scope 1 and 2) decreased by  
**36.7%\***



\* Our energy and carbon reduction is benchmarked against 2019, the year Wynn Resorts, our ultimate holding company, initiated its zero-carbon resort goal.

# Environmental Stewardship

## Promoting Resource Efficiency

### Energy

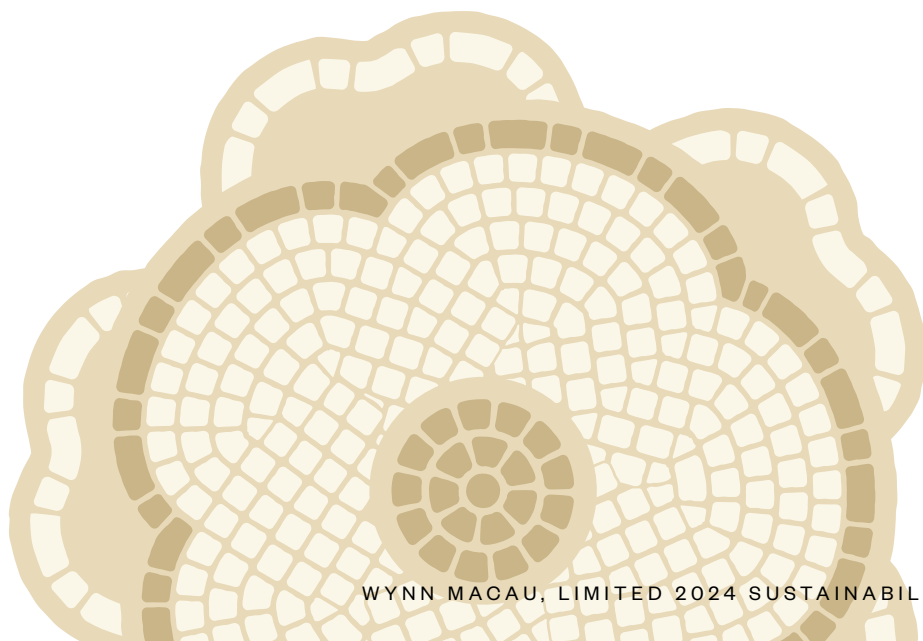
Wynn recognizes that enhancing energy efficiency is a crucial strategy for reducing carbon emissions and combating climate change. To achieve our goal of operating Net-Zero resorts by 2050 and supporting the Macau government's commitment to decarbonize the power sector, we continually seek opportunities to improve our energy performance across all operations.

We understand that operating integrated resorts requires a significant amount of energy. As part of our continued effort to raise energy efficiency in our operations, we launched a project to replace our existing lighting equipment with energy-efficient LED fixtures in our properties. This initiative spans from 2023 and involves the replacement of lighting equipment throughout our properties to achieve energy reduction.

In this regard, each Wynn guestroom features a "Sustainably Minded" card that invites our guests to join Wynn's sustainability efforts. We encourage our guests to reuse their towels by hanging them back up, as well as to place a card on their pillows to indicate when they wish to change their linen.

Additionally, we continue to explore innovative strategies to reduce the energy consumption of our laundry services. Since 2018, Wynn Macau has utilized a low temperature washing program that lowers washing temperature from 60°C to 40°C in Wynn Macau, minimizing our laundry-related energy consumption. This strategy not only lowers the water temperature but also reduces the rinsing from twice to one time, which enhances the lifespan of the linen, allowing us to maximize resource use.

This year Wynn continued to participate in the "Monthly Earth Hour" and other environmental activities as part of our ongoing green initiatives. We turn off all podium, tower façade lights, and signage at both our properties for one hour on a scheduled day each month to conserve energy.



# Environmental Stewardship

## Waste

The Macau government has been actively promoting waste reduction and recycling initiatives and fostering changes in behavioral practices among the public.

To better understand our waste patterns and optimize our waste sorting and reduction initiatives, Wynn has launched a continuous year-long waste audit that analyzes waste composition by department and location. This targeted approach allows us to pinpoint the key factors leading to waste generation within specific departments, helping us communicate more effectively and engage with them to implement impactful waste reduction strategies based on the data we collect and analyze. Our aim is to refine waste sorting practices and cultivate a culture of sustainability throughout the organization, leading to significant enhancements in our waste management efforts.

Since November 2023, Wynn has become the first integrated resort in Macau to partner with a local SME to recycle playing cards locally. This initiative involves recycling shredded playing cards from our properties into raw materials for various paper products. A separation process is required to extract non-recyclable components, such as plastic and talc from the card fibers before creating pure paper pulp. Once processed, these materials are shipped to mainland China to produce items such as paper towels and egg containers. The scale of our recycling efforts is significant, with enough recycled pulp generated annually to create over 8 million egg containers.

Wynn also recognizes the significance of reducing our usage of disposable plastic bottles, positioning ourselves as an early adopter of sustainable solutions to offer our guests high-quality drinking water in reusable glass bottles. In 2019, Wynn became the pioneer among integrated resorts in Macau by implementing an on-site, large-scale automated water refilling system, the Nordaq 2000. Since then, we have been using Nordaq water in our restaurants and started to introduce its utilization in our Wynn Palace hotel rooms last year. Wynn further expanded the coverage of Nordaq water at our Wynn Palace hotel rooms this year. By minimizing our reliance on plastic water bottles, we reduce plastic waste and the carbon footprint associated with the packaging and transportation of these heavy bottles.



# Environmental Stewardship

Technological innovation is essential in our journey toward sustainability. A key component of this effort is our food waste management system powered by artificial intelligence, the Winnow Vision system, utilized to reduce food waste throughout our properties. Since 2019 Wynn has become Macau's first integrated resort working with Winnow to strengthen its sustainable development strategies and solutions to help reduce food waste. Its data-driven analysis enables the team members to identify surplus food categories enabling us to immediately adjust menus and the quantity of ingredients being purchased, enabling Wynn to take an analytical approach to reduce food waste.

Additionally, Wynn remains steadfast in our mission to achieve waste reduction and promoting the use of sustainable materials through initiatives. These include the recycling of used amenities tubes from our guest rooms, the introduction of sustainable guest amenities, such as using non-woven fabric for laundry bags and shoe bags. We also encourage the use of recycled materials for some of our uniforms, without compromising their quality and comfort, as well as the use of sustainable materials for our disposable food containers and cutlery at our restaurants. We have partnered with an ISO 14001-certified waste handler to ensure that all recyclables are collected and processed responsibly and sustainably at both our properties.

Further, we also prioritize reducing paper usage by gathering data from our printing service provider and sharing these insights with departments monthly. This approach has led to a 19.9% reduction in ink cartridge consumption as compared to last year, which has directly contributed to lower paper usage. Our continuous digital transformation is helping Wynn to advance resource efficiency. As part of our ongoing effort, particularly through the use of digital forms, this initiative is assessed to be a substantial increase in paper savings for 2024 compared to the previous year.

Wynn remains dedicated to identifying and implementing innovative waste management solutions to foster a green corporate culture and enhance the environment for the local community, thereby continuing our advocacy to nurture Macau as a "green city".

**7%** decrease in the  
usage of plastic water bottles  
in hotel rooms,  
as compared to 2023



# Environmental Stewardship

## Water

We are committed to minimizing our use of water and enhancing the water efficiency of our properties by implementing innovative water-saving technologies. Our comprehensive approach includes utilizing smart technologies, addressing and fixing leaks, monitoring water usage, prioritizing water-efficient equipment and appliances, and adhering to industry best practices. This commitment is reflected in our proactive maintenance strategy, which involves regular inspections of our water systems to promptly identify and resolve any issues, thereby reducing water waste effectively.

One significant water-saving initiative we have undertaken this year is the replacement of our conventional scrap collectors with a trough collector in the dishwashing area of our Wynn Macau employee dining room. This innovative method utilizes only two gallons of fresh water per minute while recirculating 70 gallons per minute, effectively moving food waste through the trough. By efficiently cleaning soluble food waste, the system helps prevent blockages in our sewer system. Moreover, the design enables multiple operators to work at the same time, improving operational effectiveness. This system not only aids in water conservation but also aligns with our overall objective to minimize food waste, significantly reducing bulk food waste by up to 50% and its weight by as much as 80%.

Beyond these advancements, our low temperature washing program in Wynn Macau also plays a crucial role in conserving water. Since 2018, we have adopted the Aquanomic Laundry Programme, a sustainable process that uses high-quality eco-friendly chemicals for washing bed and bath linens. This program optimizes the wash process by minimizing water usage, reducing washing steps, and lowering water temperatures, ultimately maximizing the operational efficiency of our laundry process. By changing to this efficient process, our water consumption is assessed to reduce by 57% per load.



**INVESTING  
IN SMART  
TECHNOLOGIES**



**CONTROLLING  
AND REPAIRING  
LEAKS**



**METERING  
WATER USE ON  
A FUNCTIONAL  
BASIS**



**PRIORITIZING  
WATER  
EFFICIENCY  
EQUIPMENT AND  
APPLIANCES**



**ALIGNING  
PRACTICES  
AMONG OUR  
RESORTS**

Wynn partnered with Macao Water for a roadshow titled "Water Conservation Promotion Day" in November at the back-of-house areas to celebrate water as a precious resource and the importance of environmental protection. Team members gained practical water-saving techniques and received water aerators by participating in interactive mini-games, which encouraged them to adopt water-efficient habits both at work and in their personal lives.



# Environmental Stewardship

## Biodiversity

Protecting and enhancing the diversity of species, natural habitats, and ecosystems is essential for our survival and the health of our planet. The degradation of nature and the loss of biodiversity have direct impacts on economies and communities worldwide. To address these pressing issues, Wynn is dedicated to promoting ecological conservation and sustainable development through engagement with our team members and our guests.

For example, in celebration of the 43<sup>rd</sup> Macao Green Week in March, Wynn hosted a series of sustainability initiatives, inviting team members and their families to participate in a Green Walk and Tree Planting event. Building on this commitment, our Sustainability department collaborated with the Macao Environmental Protection Volunteer Association in October to organize a biodiversity hiking event, with the primary target of educating participants on Macau's native species and ecosystems. The significance of biodiversity and the negative impact of species loss on ecosystems and our



food supply were highlighted during the activity, urging all participants to actively support conservation efforts. In alignment with the Macau Government Tourism Office's efforts to promote Macau's natural destinations, our front office agents are well-informed and ready to provide guests with tips on local natural attractions and cultural sites, including hiking trails.





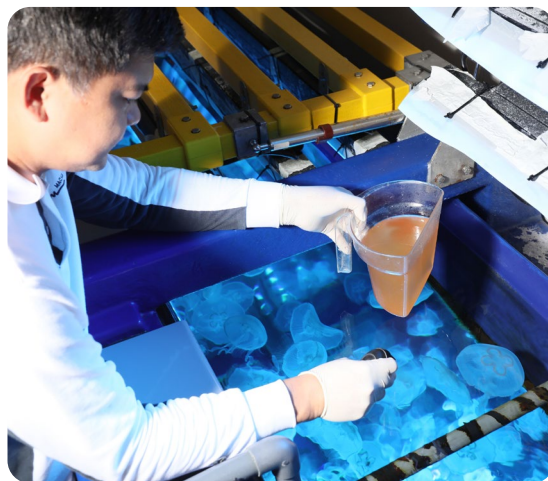
## Wynn's own Jellyfish Breeding System

Since its inception in 2010, the jellyfish breeding system in Wynn Macau has contributed to biodiversity conservation. By breeding moon jellyfish, corals, and red zebra cichlids in-house, Wynn has eliminated the need to source these species from the wild for the various aquariums housed on our property, reducing the strain on the natural population.

Ensuring optimal water quality is a cornerstone of our commitment to the health of our jellyfish and other aquatic organisms. To achieve this, we employ advanced electrical life support systems technology, which rigorously monitors water parameters such as temperature, salinity, and nutrient levels. This system, equipped with sensors and alarms that provide real-time updates on water quality, ensures that our jellyfish thrive in conditions that closely resemble their natural habitats. By meticulously controlling factors such as feeding and population density, we ensure the aquatic environment cultivated for our jellyfish remains stable and healthy, promoting the well-being of our aquatic species.

Wynn Macau's jellyfish breeding system also emphasizes resource efficiency and waste reduction. We utilize a reverse osmosis machine to purify our water, and employ a robust water recycling process to repurpose 10% of the nutritionally-dense water from our main display to culture artemia brine shrimp as food for our jellyfish. This not only conserves water but also enhances the diet of our jellyfish, promoting their growth and vitality. We also culture phytoplankton algae, a nutritious food that stimulates the life cycle of our jellyfish while maintaining the water quality. It helps to reduce the usage of water and marine salt through minimizing the frequency of water changes. Additionally, energy-efficient practices, such as LED lighting and automatic timers help reduce our overall carbon footprint, aligning our operations with sustainability principles.

Through our innovative practices, Wynn Macau's jellyfish breeding system goes beyond simply breeding jellyfish; it offers visitors a distinctive chance to engage with biodiversity and environmental conservation firsthand. By setting an example in supporting aquatic diversity, we create an educational and engaging experience that underscores the significance of conservation initiatives. Our invited guests have the opportunity to observe the intricate procedures involved in breeding and caring for these sensitive species, which helps them develop a deeper appreciation for the natural environment. This experience not only enriches their visit but also encourages a better understanding of the necessity for sustainable practices, motivating them to take part in creating a healthier planet.



# Environmental Stewardship



## Our Environmental Management System

We have implemented one of the world's most scientifically rigorous environmental management systems, EarthCheck, specifically designed for companies in the travel and tourism industries. Wynn has utilized EarthCheck to verify our energy, waste, water, and carbon emissions. We have reinforced our commitment to the EMS approach by participating in a quantitative benchmarking evaluation. This process enables us to precisely measure our environmental performance and pinpoint opportunities for enhancing our management of natural resources and energy consumption. With the concerted efforts of the Company and our Wynn team members, Wynn successfully completed its EarthCheck audit and maintained our Silver Certification for 2024.

In 2023, Wynn Palace was also honored by the Environmental Protection Bureau of Macau with Silver Award at the Macao Green Hotel Award in recognition of the improvements we have made

**26% and 18%**

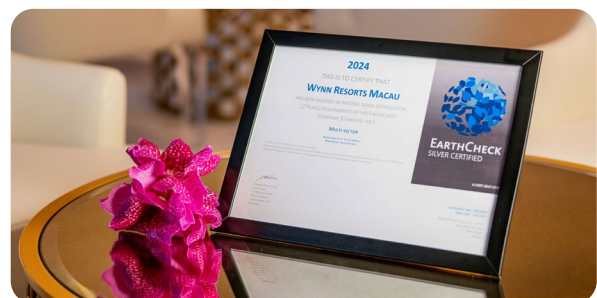
above the average score of all the participating companies in CUHK Hotel BSI and GBABSI 2024 assessment respectively



in our resort operations through environmental governance measures and advanced technology.

Wynn was also ranked among top 10 enterprises in the fourth Hotel BSI and top 20 enterprises in the fifth GBABSI in the BSI 2024 assessment conducted by CUHK. Our Hotel BSI score increased over 32% compared to our first year, in 2021, and was positioned as 26% above the average score of all the participating companies. Meanwhile, our GBABSI score was 18% higher than the average of other participating enterprises. These remarkable rankings are a recognition of Wynn's efforts and achievements in advancing sustainable development.

Our continued efforts to implement eco-friendly practices and reduce our carbon footprint are integral to our operations. We are proud to contribute to Macau's environmental goals and remain dedicated to striving for excellence in sustainability.



# Greening Our Company and Community

Wynn endeavors to share and promote developments in the field of sustainability among our guests, Wynn team members, and other professionals in the industry, contributing to the development of Macau as a smart and green city.



## Sustainable Education

In addition to our efforts in promoting green practices, Wynn partnered with Oxfam in Macau in April to organize a charity sale of Oxfam Rice at back-of-house area. Through this event, Wynn raised awareness on pressing issues related to climate change to our team members, such as famine, poverty, and inequality, while simultaneously providing ongoing support for underprivileged small-scale farmers.

Furthermore, Wynn hosted a weight management series as part of the HEP, designed to educate employees on proper food portioning, which, in turn, could also help reduce food waste. This initiative supports our employees in achieving their personal health and wellness goals as well as contributing to environmental sustainability by reducing the amount of food discarded.

To effectively implement Wynn's environmental strategies and achieve our goal of decarbonization, our team members are encouraged to embrace sustainability practices. With this in mind, we have integrated training sessions into the orientation for new joiners, focusing on key areas such as energy efficiency, water conservation, and waste reduction. By instilling these principles with our employees from the very beginning of their time at Wynn, we aim to cement the importance of environmental stewardship with our team members, encouraging them to recognize that the journey to achieving our sustainability goals begins with individual actions.

Through these comprehensive efforts, Wynn demonstrates our strong commitment to sustainable education and community engagement, cultivating a culture of awareness and environmental responsibility among our guests, employees, and the Macau community.

# Greening Our Company and Community

## Nurturing Young Generations

At Wynn, we strive to protect the environment to ensure our future generations can enjoy the natural beauty and natural resources we cherish today.

Since 2020, we have been a supporter of Pui Ching Middle School Macau's team participating in the iGEM Competition. In 2024, Pui Ching Middle School Macau earned the Silver Medal at iGEM Grand Jamboree in Paris. Their innovative project involved using engineered E. coli to generate thermostable enzymes which allowed substantial enzyme activities during steam distillation that enhance the quality and yield of the plant essential oil. Their notable accomplishments led to an invitation from the Cambridge University Press to publish their findings in their journal.

In addition to supporting middle school students in sustainability education, we conducted tours and information sessions for higher education institutions. This year, the University of Saint Joseph organized a public lecture entitled "Revolutionizing Sustainable Food Waste

Management with AI", featuring Winnow, a tool used at Wynn's properties to minimize food waste. This event, as part of Wynn's outreach to universities, tackled the global challenge of food waste while demonstrating how artificial intelligence technology assists chefs in efficiently reducing waste. In October, we also welcomed students and faculty members from the UM to Wynn Palace, where they learned about our sustainability projects and gained practical learning experiences centering on innovative strategies for sustainable development.

Our commitment to nurture young generations not only enhances the educational experiences of students but also empowers them to pursue their scientific interests with confidence, resulting in transformative research and development that promotes industry diversification, stimulates innovation, and contributes to a healthier planet.



# Greening Our Company and Community

## Embracing Green Eating

We are devoted to educating our guests about low-carbon food consumption through our hospitality practices, promoting a sustainable approach to dining that aligns with our environmental goals.

This year, Wynn had the pleasure of inviting Chef Sean Yue, the Executive Chef of R.O.W.T., a distinguished fine dining restaurant in Shanghai, for an exclusive guest chef event at Lakeside Trattoria. Renowned for his commitment towards the "Farm-to-Table" philosophy, Chef Yue utilizes modern Chinese culinary techniques to boldly reinterpret traditional Chinese flavors through a "raw, organic, warm, and textured" ethos, showcasing the pure flavors of fresh ingredients to event attendees. This event served to inspire our guests to appreciate sustainable dining practices and the benefits of sourcing local, high-quality produce.

In line with Wynn's emphasis on "Farm-to-Table", we have also continued to embrace the use of seasonal ingredients in our restaurants. Using seasonal produce reduces the need for a less environmentally friendly approach to importing of out-of-season ingredients at our restaurants, thereby enhancing the sustainability of Wynn's dining experience. For example, Chef Tam's Seasons at Wynn Palace has menus centered around the 24 solar terms and seasonal ingredients. By selecting ingredients based on micro-changes in regional climates both



locally and internationally, the approach not only preserves the legacy and authenticity of Cantonese cuisine but blends Eastern and Western influences, supporting local ecosystems by promoting sustainable ingredients.

To combat food waste and support underprivileged communities, we have worked to donate whole fruits from our team dining area to different associations, ensuring that surplus food is put to good use. As part of Wynn's food donation drive to minimize waste and extend our care to those in need, we provide support to local animal welfare organizations, such as the Cats and Dogs Guardian Angel Association (Macao) and Everyone Stray Dogs Macau Volunteer Group, including through food and other donations. These actions, among the other initiatives our teams have worked on this year, continue to contribute to the well-being of those in need while nurturing a compassionate community focused on sustainable practices.

Procurement spend on plant-based meat increased by **20.5%**, as compared to 2023



Over **16,300kg** of food donated in 2024



Our sustainability initiatives have also extended to our beverage programs through innovative upcycling practices. This year, we transformed kitchen cuttings and surplus ingredients to create sustainable cocktails offered in our restaurants and bars. Additionally, our new "Sweet Initiatives" program has led to the replacement of our single-use cups with edible coffee cups at Sweets in Wynn Palace. These programs reflect our commitment to the planet, setting a new standard in luxury hospitality while offering sustainable experiences.

# Navigating Through Climate Change

We recognize the importance of aligning with the Macau government's long-term decarbonization strategies to reduce GHG emissions and are working to actively strengthen our efforts in building climate resilience. In 2023, we conducted a climate risk assessment aligning with the Taskforce of Climate-related Financial Disclosure (TCFD) guidelines. We are aware of the release of International Sustainability Standards Board (ISSB) Standards, in which the IFRS S2 Standard integrated the TCFD recommendations. Wynn is diligently preparing the necessary disclosures for our forthcoming sustainability reports in response to the new climate requirements outlined in Part D: Climate-related Disclosures of the HKEX ESG Reporting Code, adhering to the "comply or explain" provisions of the code and in line with HKEX's phased approach. This section summarizes our progress following the TCFD four pillars: governance, strategy, risk management, and metrics and targets.

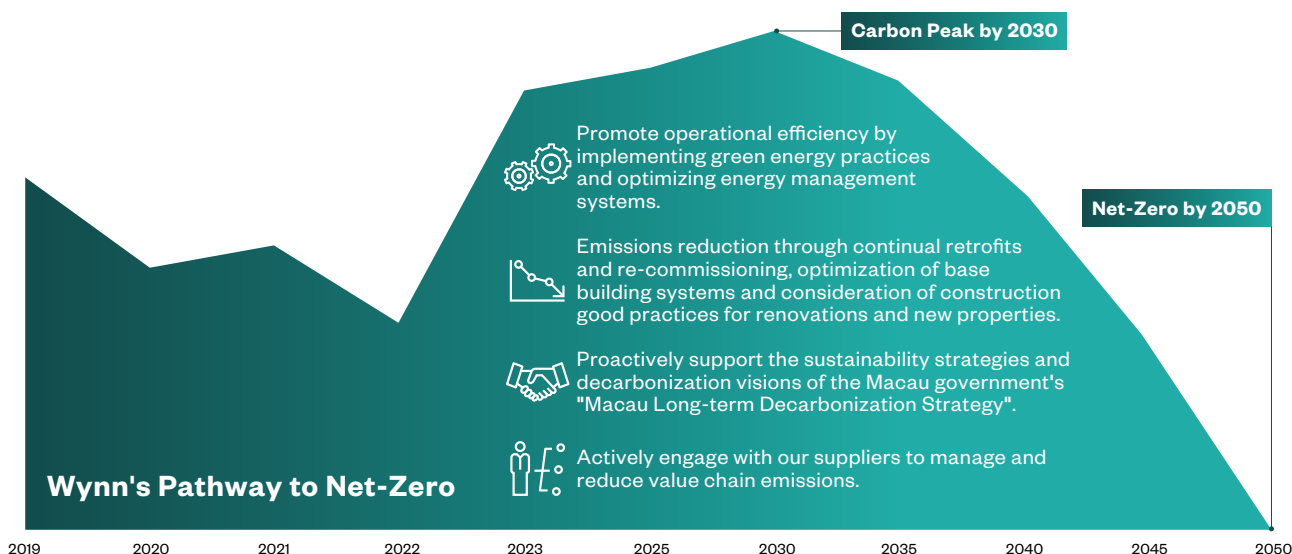
## Governance

Wynn fully understands and acknowledges the risks associated with climate change to our operations, and we have prioritized it as a material ESG topic. At Wynn, the Board is responsible for overseeing our sustainability governance, including climate-related risks and opportunities. Material ESG-related risks to Wynn's businesses are regularly evaluated to ensure the overall effectiveness of our risk management processes. Please refer to the [Our Governance](#) section in this report to learn more about Wynn's climate governance.

## Strategy

To facilitate our understanding of the importance of climate change issues, we developed and continued to keep track of a comprehensive list of climate-related risks and opportunities to identify and assess the potential impacts on Wynn's business operations over the short, medium, and long term. In response to the potential impacts identified, we regularly review our sustainability strategy and plan for further mitigations as needed.

To accelerate progress towards a low-carbon economy, we regularly review and explore new technologies in our operations wherever possible. We will continue to implement and revise decarbonization initiatives and strategies to achieve our goal of Net-Zero by 2050.



# Navigating Through Climate Change

The key climate-related physical risks identified during our climate change assessment are summarized below:

## PHYSICAL RISKS

### Extreme Heat and Increasing Temperature

Excessive heat is characterized by unusually elevated temperatures surpassing historical averages, which could result in heat-related illnesses and pose health and safety risks to employees.

### Tropical Cyclones

Tropical cyclones are destructive weather systems characterized by strong winds and heavy rainfall, which could cause damage to buildings, roofs, windows, and other structures.

### Coastal and Offshore Flooding, and Sea-level Rise

Coastal flooding refers to the inundation of coastal and offshore areas by seawater, typically caused by storm surges, high tides or sea-level rise. Coastal flooding can lead to structural damage, corrosion of materials, and electrical system failures.

We are aware of the presence of both risks and opportunities while we are driving the transition to a more sustainable future. In the next section, we have summarized the key transition risks identified, as well as relevant opportunities that might bring positive impacts to Wynn in terms of increased revenue or reduced operational costs.

## TRANSITION RISKS AND OPPORTUNITIES

### Carbon Pricing

Carbon pricing can be introduced in the form of a cap-and-trade scheme or a carbon tax which may be necessary to stimulate the transition to low-carbon energy.

### Emerging Decarbonization Policies

Macau is aligned with the mainland's goals of reaching peak carbon dioxide emissions by 2030 and carbon neutrality by 2060. The implementation of these policies might have financial and operational impacts on Wynn.

### Low-carbon Transportation

The switch to low-carbon transportation could increase the cost of investing in green transportation options for the Company's fleet by installing additional charging stations for electric vehicles and upgrading Wynn's current transportation fleet. Additionally, the Macau government plans to power 90% of the city's bus fleet with clean energy and increase the number of electric taxis by 2025. This presents opportunities for Wynn in transitioning to low-emission vehicles and promoting energy efficiency in transportation.

### Changes in Consumer Preferences

As consumers become more aware of the environmental impact of their choices, there may be a growing demand for sustainable and eco-friendly alternatives, which could create new business opportunities for the Company.

### Reputation

As consumer demand for sustainable products increases, a positive brand image and broader customer base may develop if Wynn offers additional sustainable products or services in the future.

# Navigating Through Climate Change

## Risk Management

Wynn incorporates climate change considerations into our strategy and internal framework. Identified physical and transition risks are monitored and managed by our overall risk management process to help us assess climate risks in our daily operations. We have prioritized material ESG topics, including climate change and emissions management, energy usage and sustainable transportation, to ensure climate-related risks are fully considered and integrated into our risk management framework and procedures.

To ensure our resilience against climate change, we have performed a climate physical and transition scenario analysis with both a low-carbon scenario and a high-carbon scenario in line with TCFD recommendations. Climate-related risks are projected on medium and long-term time horizons (2030s and 2050s). We adopted SSP1-2.6 (a low emissions scenario that assumes below 2°C warming by 2100) and SSP5-8.5 (a high emissions scenario following a "business as usual" trajectory, estimating more than 4°C of warming by 2100) to assess Wynn's exposure to physical climate change risks, and referenced the Net-Zero Emissions by 2050 Scenario (NZE by 2050) and the Stated Policies Scenario (STEPS) for a transition risks and opportunities scenario analysis. We are in the process of conducting financial quantification for relevant climate risks and the impacts they may have on our business as we formulate effective management measures in the future.

# Navigating Through Climate Change

## Physical Risks

Climate-related Risks and Opportunities	Implications	Wynn's Mitigation Strategy
<b>Acute</b> <ul style="list-style-type: none"> <li>Extreme Heat</li> <li>Tropical Cyclones</li> <li>Coastal and Offshore Flooding (e.g. storm surges, high tides)</li> </ul>	<ul style="list-style-type: none"> <li>Reduced revenue due to business disruption</li> <li>Increased costs from repairs and maintenance</li> <li>Increased spending related to adaptation and mitigation capacity of assets</li> <li>Increased insurance premiums</li> </ul>	<ul style="list-style-type: none"> <li>Conducting physical risk assessment</li> <li>Continuously improving hazard prevention and protection to our assets and operations (e.g. alert systems, physical structures and regular inspections)</li> <li>Regularly reviewing and enhancing our business contingency plan</li> <li>Adopting energy-efficient equipment and further energy conservation improvements</li> <li>Regular monitoring of flood risks</li> <li>Regular inspection of drainage network</li> </ul>
<b>Chronic</b> <ul style="list-style-type: none"> <li>Increasing Temperature</li> <li>Sea-level Rise</li> </ul>		

## Transition Risks and Opportunities

Climate-related Risks and Opportunities	Implications	Wynn's Mitigation Strategy
<b>Policy and Legal</b> <ul style="list-style-type: none"> <li>Carbon Pricing</li> <li>Emerging Decarbonization Policies</li> </ul>	<ul style="list-style-type: none"> <li>Increased compliance cost related to carbon tax and other regulations</li> <li>Potential damage to reputation from non-compliance</li> </ul>	<ul style="list-style-type: none"> <li>Establishing GHG emissions reduction targets to lower emissions</li> <li>Adding and upgrading energy efficient equipment</li> <li>Regularly reviewing and monitoring regulatory requirements and latest policy trending</li> </ul>
<b>Technological</b> <ul style="list-style-type: none"> <li>Low-carbon Transportation</li> </ul>	<ul style="list-style-type: none"> <li>Increased costs of adopting green transportation</li> <li>Enhanced operations efficiency</li> </ul>	<ul style="list-style-type: none"> <li>Consider additional green transportation options for our company's fleet</li> </ul>
<b>Market</b> <ul style="list-style-type: none"> <li>Changes in Consumer Preferences</li> </ul>	<ul style="list-style-type: none"> <li>Reduced revenue due to the shift in consumer preferences towards more sustainable products and services</li> </ul>	<ul style="list-style-type: none"> <li>Providing more sustainable options for guests</li> <li>Enhancing sustainable procurement policies and practices</li> </ul>
<b>Reputation</b> <ul style="list-style-type: none"> <li>Better Brand Image and Competitive Position</li> </ul>	<ul style="list-style-type: none"> <li>Potential revenue opportunities from attracting customers with more sustainable offers and practices</li> </ul>	<ul style="list-style-type: none"> <li>Providing more sustainable options for guests</li> <li>Continuing to explore the application of additional sustainable offers and practices in operations</li> </ul>

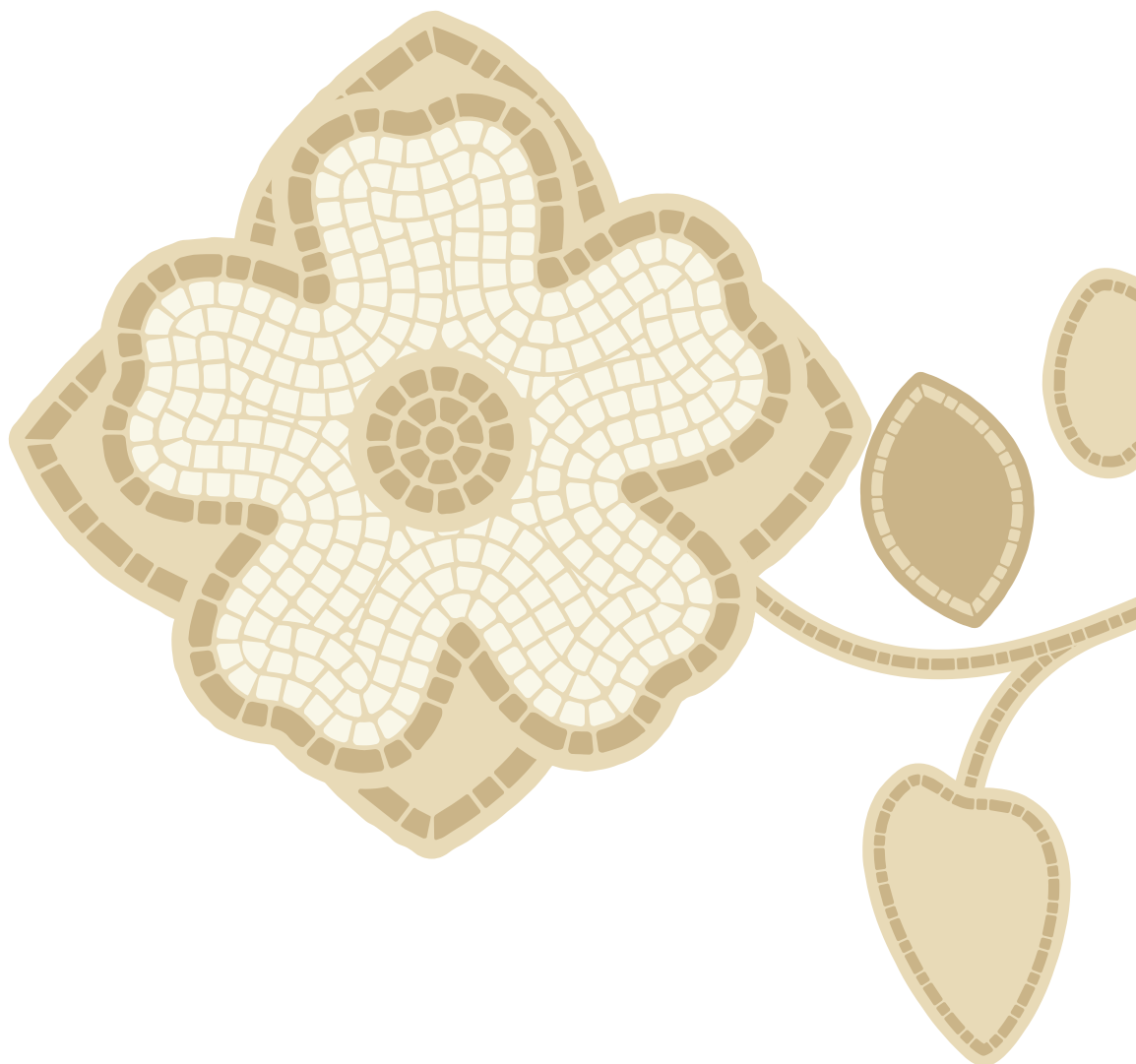
To reinforce Wynn's efforts in considering emerging regulatory requirements, we will continue to implement energy-efficient measures, closely monitor regulatory changes, and explore various opportunities for addressing climate impacts.

# Navigating Through Climate Change

## Metrics and Targets

We publish key metrics on energy, water usage, and waste management in our sustainability report annually. Monitoring and reporting these metrics help us to identify areas with high climate-related risks to further improve our performance.

To ensure we meet our carbon reduction targets – Net-Zero by 2050 and Carbon Peak by 2030 – we use the EarthCheck system to continuously measure and monitor our environmental performance. This system constantly measures, monitors, and manages key environmental indicators and helps us identify ways to reduce the amount of energy used throughout our operations. We keep track of our Scope 1 and 2 GHG absolute emissions and intensity regularly to identify improvement opportunities, and we have started Scope 3 emissions inventory mapping to collect emissions data from our value chain, for which we are planning to communicate and engage with our suppliers. Internal procedures and training are also in place to ensure climate-related information is appropriately communicated to team members of different levels.



# Our Governance



# Our Governance Message

We hold integrity in the highest regard and are committed to maintaining exemplary standards of corporate governance, which are fundamental for the effective management of our business and for earning the trust of the investment community and regulatory bodies in our industry.

Through effective leadership at Wynn, the Board and executive team are responsible for safeguarding, implementing and enhancing our corporate culture and employee proprietor mindset to elevate the entire hospitality industry to new heights.

Understanding our duty and responsibility towards society and the environment, we actively collaborate with governments and industry partners to fulfill our role in creating a brighter future for our valued guests, team members, and stakeholders. We strive to deliver the highest luxury hospitality standards while establishing ourselves as a sustainable and responsible industry leader.

To ensure the implementation of appropriate and effective risk management strategies, we have established a robust governance process that spans all facets of our operations, with a particular emphasis on ESG factors. This includes a focus on environmental stewardship, supply chain management, workplace conduct, mentorship, and human rights. In our efforts to better mitigate and adapt to climate risks, we conducted an initial internal climate risk and opportunity assessment in alignment with TCFD in 2023, and is in the process of integrating the results into our overall risk management framework to ensure that climate-related issues are considered in our business decisions and align with the latest regulatory requirements.



The Board holds ultimate responsibility for overseeing the Company's risk management and internal control systems. Effective ESG risk management requires collaboration across our entire operation, leveraging diverse skills and expertise to formulate appropriate responses. Wynn prioritizes environmental responsibility and is committed to sustainable practices. We have consistently developed and implemented various initiatives within our guest offerings and operational systems to promote efficiency and conserve resources. Recognizing the urgency of climate change, we are fully dedicated to mitigating its negative impacts, with an ambitious goal of operating zero carbon resorts.

Looking ahead, we are confident the defining quality which has established Wynn as the global leader in the luxury hospitality industry – our unwavering commitment to excellence – will keep us positioned at the forefront of the global hospitality industry for many years to come.

# Board Oversight of ESG Issues

Our reputation and the value of our brand, including the perception held by our customers, business partners, other key stakeholders and the community in which we do business, are of critical importance. Our business faces increasing scrutiny related to ESG drivers, elevating the risk of damage to our reputation and the value of our brands if we fail to act timely and responsibly to ESG challenges. Areas of focus include environmental stewardship, supply chain management, sustainability, workplace conduct, mentorship and guidance, human rights, philanthropy, and support for our local community, among others. Any significant harm to our reputation could have potential impacts on our business. As such, sustainability is a strategic imperative for our business and is integral to our overall approach toward building long-term value for our shareholders.

A strong focus on sustainability has been a key driver behind our success over the years. Through effective leadership and rigorous corporate oversight, the Board and the executive team diligently fulfill their responsibilities to protect and enhance our distinctive corporate culture, as we aim to propel the entire hospitality industry to new heights. With clear, ESG-centric values as our guide, we continue to make significant strides on our path to fit-for-purpose governance in ways that are responsible, accountable and transparent.

We have evolved our Company's legacy of progress by continually enhancing our operational structures, processes and controls to support and promote ethical behavior across every sector of our business. Our ESG activities are overseen by the Board, which has the responsibility to manage the impact of all our current and future decisions. All our decisions are made with careful consideration of their current and future implications, including potential impacts anticipated in the short term and well into the future. This includes taking care of our team members, operating in an environmentally responsible manner and supporting the Macau community.

We consider it a great honor to operate in Macau and we show our appreciation by giving back to the valued local community in a variety of meaningful ways. This includes our ongoing

investment in our integrated resorts, in our people, and in the communities of Macau, the GBA and beyond. We strive:

- To attract and retain our customers – we design and continually make enhancements to refresh, improve and expand our resorts;
- To invest in our team members – we conduct various training and development programs. With a robust emphasis on human resources and staff training, we provide opportunities for movement within our operations to ensure team members can pursue their career goals and elevate their functional and leadership skills with us. Equally important are our hiring decisions, our employee compensation programs, and our workplace policies, all of which ultimately benefit our team members;
- To help drive reinvestment in our community, encourage volunteerism, and promote responsible gaming – our Wynn Care program has centralized our community-focused initiatives into a cohesive operation. We have also expanded our various volunteer activities and community events into the GBA and beyond. Through our Foundation, we continue to further broaden our efforts in pursuing positive social impact and supporting charitable development within Macau, the GBA, and mainland China; and
- To support sustainable development for the benefit of Macau and our planet – we are fully committed to monitoring, reducing and optimizing energy and resource consumption, as well as embracing technologies that help us to use our resources responsibly. We are committed to the Wynn Sustainability Goals and are making progress toward reducing or offsetting all carbon dioxide produced by our operations no later than 2050, as well as stopping and reversing the year-over-year growth of operational carbon dioxide emissions by 2030. We believe these ambitious goals will enable the Company to decrease emissions and confront the ever-growing risk of climate change while improving operational efficiencies and maintaining value for our shareholders.

# Board Composition and Diversity

The Board governs the Company and is responsible for overall leadership of the Group. The Board works to promote the success of the Group by overseeing and directing the Group's business transactions and delegates the day-to-day running of the Group's business to the executive directors and management team. The Board determines the overall strategic priorities for the Company, reviews and approves budgetary affairs, as well as oversees and monitors the overall performance of management.

The composition of the Board is composed of a balanced mix of executive directors and non-executive directors, including independent non-executive directors. In 2024, the Board consisted of 10 directors, 5 of whom are independent.

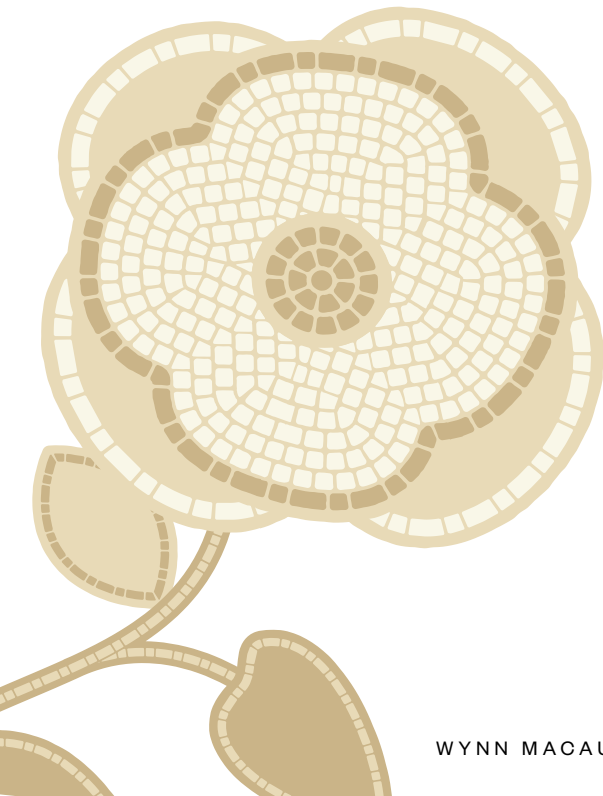
The Board has received appropriate delegation of its functions and powers and has established appropriate Board committees, including the audit and risk committee, remuneration committee, and nomination and corporate governance committee.

The Board adopts a board diversity policy, which sets out the Company's approach to achieving

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

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

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



# Sustainability Governance

Our Board, assisted and advised by the audit and risk committee and executive management, oversees our approach to sustainability initiatives and reporting. The sustainability committee, comprising representatives from different departments and disciplines, advises and assists executive management in developing policies, implementing processes, and monitoring strategies that promote sustainable development. At the executive level, the Chief Financial Officer and Chief Administrative Officer is responsible for overseeing sustainability issues, ensuring relevant initiatives are closely tied to our financial performance and strategic direction. The Board and the audit and risk committee meet to evaluate priorities and manage material ESG-related issues, including risks to Wynn's businesses, and to review the overall effectiveness of our risk management processes.

## Sustainability Oversight at Wynn



We have a formal Sustainability department with a dedicated team led by our Vice President of Finance, who reports to our Chief Financial Officer and Chief Administrative Officer. Our Sustainability department oversees the day-to-day management and implementation of our socially and environmentally focused programs and initiatives.

Since the establishment of this department, we have seen an increase in recognition of the importance of sustainability among our Wynn team. Our internal Green Team members and appointed Green Champions also report to the sustainability committee and are responsible for implementing sustainability initiatives within their respective departments. Learn more about our environmental initiatives in the [Our Planet](#) section.

# Sustainability Governance

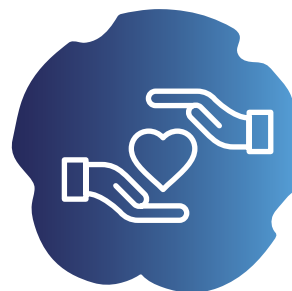
## Our Overarching Commitment To Social Responsibility Includes:



Creating a five-star  
workplace



Fostering a welcoming and  
respectful workforce



Furthering social impact  
initiatives in our communities



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

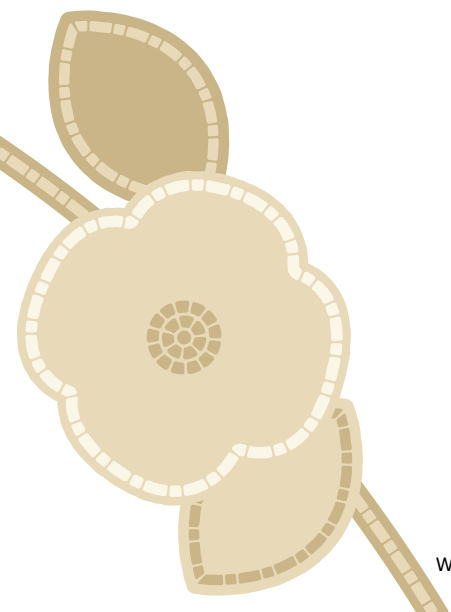


Elevating our corporate  
governance practices to ensure  
they appropriately support  
the long-term interests of our  
stakeholders



Investing in the training and  
development of our team members  
and others in our community

To learn more about our corporate governance and the overall governance structure of the organization, please see our [WML 2024 Annual Report](#).



# Sustainability Governance

## Supply Chain Management and Responsible Procurement

### Supply Chain Management

Sustainable procurement is an integral component of Wynn's Goldleaf Sustainability Program and sustainability policy. As a large procurer, we are positioned to be a model purchaser and encourage good practices among our suppliers. We achieve this by balancing sustainable procurement decisions with the environmental and social impacts of the products and services that we purchase.

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

Recognizing the potential risks and uncertainties within our supply chain, we have established mitigation processes in place that can be implemented as and when needed for our hospitality needs, such as during extreme weather events or supply shortages, in order to minimize disruptions to our operations.

### Sustainable and Responsible Food and Beverage

Wynn's dedication to sustainability extends to our food practices and ecological conservation. We ensure that our seafood meets international standards for sustainable fisheries and traceability. Wynn Palace qualified to obtain the Marine Stewardship Council (MSC) Chain of Custody (CoC) and the Aquaculture Stewardship Council (ASC) CoC certifications in 2021, making Wynn the first enterprise in Macau to receive these two prestigious international accreditations. We are pleased that these certifications were once again renewed in 2024. Our purchases of sustainable seafood increased by 41.6% from last year. To promote sustainable seafood sourcing, we hosted a Sustainable Seafood Gastronomy experience in June to

celebrate the World Ocean Day, highlighting that enjoying green options does not compromise culinary pleasure.

Building on our commitment to sustainable food practices, Wynn actively supported the development of local SMEs and industries through a training session "Exploring Opportunities in the Seafood Industry: A Guide to Best Practices" focused on sustainable seafood in July. This session introduced the concept of sustainable seafood, providing guidance on sustainable procurement practices, and offering suggestions for supporting fishery improvement projects to SMEs.



Another example of our sustainable dining initiatives is the Wynn F&B Academy's indoor hydroponic garden, which supplies fresh herbs for our masterclasses and training sessions, promoting the use of locally sourced ingredients. Additionally, we have established a sustainable procurement roadmap targeted to increasing the ratio of sustainable food, wine, tea and beverages offered at our properties, all in support of providing sustainable food options.

Procurement spend on sustainable F&B products increased by **26.6%**, as compared to 2023



# Sustainability Governance

## Our Commitment to the Humane Care of Animals

Wynn's reputation for integrity and ethical conduct extends to all business areas. As an internationally recognized brand, we use our scale, reputation, and influence to affect our planet, guests, and suppliers positively. Consequently, the Company prioritizes the humane care of animals throughout our supply chain.

The Company's animal welfare policy reflects our commitment to excellence and our core value of caring about everyone and everything. We prioritize vendors and suppliers who demonstrate and certify responsible practices in animal care, such as the World Organization for Animal Health's Five Freedoms:

- Freedom from hunger, malnutrition, and thirst;
- Freedom from fear and distress;
- Freedom from heat, stress and physical discomfort;
- Freedom from pain, injury, and disease; and
- Freedom to express standard patterns of behavior.

With millions of meals served annually in our properties, we recognize the need to offer various food options while being steadfast in our commitment to ensuring the ethical sourcing of food, and the health and care of the animals for food and animal-source foods in our supply chain.

We are proud to announce that we have achieved our commitment to source 100% cage-free chicken eggs this year, ahead of our original target of reaching this goal by 2026. This accomplishment underscores our dedication to animal welfare and responsible sourcing practices.

We also support organizations which care for and support animals. For example, we provided various donations and other support to local animal welfare organizations during the year, including Anima Macau, Cats and Dogs Guardian Angel Association (Macao) and Everyone Stray Dogs Macau Volunteer Group.

## Green Procurement Practices

In addition to F&B, our sustainable procurement covers other day-to-day items, including cutlery, office equipment, and cleaning products. To reduce our impact, we ensure that the chemical cleaning products used at Wynn are certified as biodegradable or Green Seal certified. We prioritize equipment with sustainable credentials, such as LED lights, water-based paints, and Forest Stewardship Council (FSC)-certified paper for printing.

Procured **100%**  
of cage-free chicken eggs  
in 2024



# Sustainability Governance



## Celebrating Sustainably

We have prioritized creatively disseminating sustainability messages to the broader Macau community during festive celebrations. To this end, we partnered with The Palace Museum Cultural and Creative Products Hong Kong Space to create our "Wynn's Ode to the East" mooncake gift box, reflecting the rich heritage of Chinese culture while conveying best wishes for national success and prosperity. Similarly, our sets of Chinese New Year Festive Cakes were presented in striking red "jewelry gift boxes". The visually appealing gift boxes feature a practical design for reuse as jewelry cases, allowing families and friends to celebrate these special occasions while embracing sustainability.

Wynn recognizes sustainable and responsible procurement as an effective way to manage environmental and social risks in our supply chain, and we look forward to continuing expanding collaboration with our upstream and downstream partners and encouraging positive changes.



# Sustainability Governance

## 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 and climate-related issues.

Our Board has the ultimate responsibility for evaluating company-wide risks and determining their nature. As part of this integrated company-wide risk management process, the Sustainability Committee proactively evaluates sustainability risks by meeting at least twice every year. The committee maintains clear accountability for implementation and oversight. To monitor high-profile issues, a variety of risk management frameworks, including an enterprise risk management framework and a risk management and compliance system, are utilized to promote a well-rounded risk management approach.

To further enhance our risk management framework, we incorporate risk criteria into the development of our products and services, embedding risk considerations into our operations. We provide regular risk management education and focused training for employees to support this initiative. These efforts embed risk management effectively in the Company and foster a culture of risk management awareness, which is vital for supporting the sustainable growth of our organization.

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

We recognize that our activities face a variety of potential risks and opportunities from both internal and external environments. To effectively tackle these, we continuously anticipate their effects and respond appropriately through a thorough analysis with our sustainability committee on a regular basis.

In terms of sustainability, we perform a materiality assessment to identify significant topics linked to our ESG risks and opportunities. This allows us to thoroughly understand the precise sustainability challenges ahead, empowering us to create strategies that address risks and capitalize on growth opportunities. By focusing on these key topics, we strengthen our resilience and secure the long-term sustainability of our operations.

# Sustainability Governance



Recruiting, developing and retaining a talented workforce is a persistent risk in Macau and consistently ranked at the top of our risks and opportunities lists. To alleviate this risk, Wynn has fostered a culture of empowerment for our dynamic workforce that focuses on nurturing and maintaining our stellar team members. These efforts enable our continued commitment to deliver Forbes Five-Star service to our customers at both our properties. Please see the [Our People](#) section for more details.

We see an opportunity through industry trends and the increased interest of our stakeholders to host further sustainable events and reduce the amount of plastic and non-recyclable materials in our branded gifts. In the years ahead, we will continue to explore opportunities to host zero-waste events and ensure that what we provide to our guests can come from sustainable resources.

# Sustainability Governance

## Managing Climate Risks and Opportunities

Wynn fully understands the risks of climate change to our business. At Wynn, we ensure proper oversight by the Board in assessing and managing climate-related risks and opportunities within our governance structure, which includes consideration of climate-related strategic decisions and day-to-day operational management of our business.

Our Board, assisted by the audit and risk committee and executive management, is responsible for overseeing the climate governance of Wynn, including approving ESG and sustainability strategies. The Board and the audit and risk committee meet quarterly and are tasked with evaluating priorities related to material climate risks on our business, reviewing the overall effectiveness of our risk management processes, and ensuring timely communication on climate-related issues at the Board level.

The management of Wynn helps facilitate the day-to-day management of the Company. The management is sufficiently informed and involved in issues related to climate change to ensure material climate-related risks and opportunities are fully integrated into our strategic decisions and operations.

The sustainability committee, consisting of representatives from different departments and disciplines, advises and assists executive management in developing policies, implementing processes, and monitoring strategies that promote Wynn's climate resilience against climate change.

We understand Macau is no stranger to extreme weather conditions, and this is brought into sharp focus each year, especially during the typhoon season in the summer months. As climate science forecasts the intensification of extreme weather conditions and emerging regulations are expected to accelerate the transition to a low-carbon economy, Wynn is committed to building our climate resilience through implementing effective measures and adopting green practices to adapt and mitigate the impacts of climate change. For instance, in response to encouragement from the Macau government, we set up a typhoon preparedness volunteer crew to follow up with local communities following destructive typhoon events, such as typhoon Hato in 2017 and Mangkhut in 2018. In addition, Wynn has also taken effective GHG emission reduction measures over the years to do our part in reducing our carbon footprint. Details of the identified climate risks and opportunities and our approach towards climate change management can be found in the [Our Planet](#) section.

# Governance Policies

We have made an unwavering corporate commitment to ensure compliance in all aspects of our operations, earning the trust of our guests, team members, regulators and the investment community. This commitment encompasses adherence to all applicable laws and regulations, coupled with upholding the highest standards of integrity and ethical business practices.

## Our Code of Business Conduct and Ethics

At Wynn, we place great emphasis on upholding our rigorous standards of business ethics and corporate governance. We are dedicated to fostering a workplace that values honesty, integrity and excellence. Our Code of Business Conduct and Ethics (Code) shapes ethical practices that impact all stakeholders and influence our reputation within our industry. All team members, officers, directors, agents and representatives of Wynn are required to comply with our Code, which provides team members with guidance and contacts for seeking clarification and reporting any behaviors that may violate our principles. The Code encompasses various topics including but not limited to diversity and inclusion, conflicts of interest, political activities and information security, which forms the foundation of our commitments to sustainability. The audit and risk committee of our Board is responsible for periodically reviewing and making recommendations concerning the Code, as well as overseeing compliance and risk assessment, thereby playing a crucial role in our sustainability journey.

## Communicating Concerns

To promote transparency and accountability, our Code applies to all team members, officers, directors and agents of Wynn and its affiliates, regardless of position. In the event that a team member suspects a violation of applicable laws, rules, regulations, the Code or the Company's related policies, they are strongly encouraged to immediately report that information to the Compliance Officer, the Employee Relations department, the Senior Vice President of Human Resources, the General Counsel, their particular divisional Vice President, one of our whistleblowing hotlines, or via "The Wire", our internal platform. Our InTouch hotline is accessible to address reports concerning various forms of unethical or illegal conduct, including but not limited to: violations of accounting, auditing or securities laws; any form of harassment or discrimination; and any misconduct exhibited by team members or guests.

We prioritize protecting personal information, where team members can submit a report confidentially and anonymously without the concern of retaliation or adverse employment action due to a report of suspected misconduct or for assisting in any investigation of suspected misconduct. Details of our whistleblowing channels are available on our intranet and posted within key employee areas of our properties as well as on our website.

As part of the Code, policies are in place to ensure effectiveness and maintain positive labor relations practices, including the harassment prevention policy and human trafficking prevention statement.

# Governance Policies

## Harassment Prevention Policy

At Wynn, we believe that all team members are entitled to work in a safe environment where they are treated with dignity and respect. We have zero tolerance towards offensive, demeaning, insulting, or any other form of derogatory behavior. Our commitment extends to maintaining a workplace free from sexual harassment, harassment based on legally protected characteristics, or any other basis safeguarded by local laws, ordinances or regulations. Such behavior is prohibited in any form, whether it occurs between coworkers, involves a supervisor or happens with persons doing business with or for the Company, including guests and vendors. We take disciplinary measures, including potential termination of employment for any inappropriate conduct. We firmly believe we all have a role in creating a positive, safe and respectful work environment. All team members are expected to adhere to and help enforce the Company's policies on harassment and discrimination. If any team member believes these policies have been violated, they are encouraged to report the incident to the Employee Relations department, the Compliance Officer, the Legal department, the Senior Vice President of Human Resources or one of our hotlines.

## Human Trafficking Prevention Statement

We are fully aware of the devastating consequences of human trafficking on a global scale, and we condemn all forms of human trafficking. Wynn implements effective systems and controls to prevent any occurrence of human trafficking at our resorts.

To uphold our operations and demonstrate our [WML Sustainability Principles](#), our Human Resources and Corporate Investigation teams work closely to ensure strict compliance with labor laws and regulations through established processes and control checkpoints. Given our internal processes, the labor laws of Macau, and the government's preapproval requirement for any new hire, the potential of forced or child labor in our resorts is remote. Regardless, we strictly prohibit child or forced labor and comply with all applicable local laws and regulations such as the "Labour Relations Law" of Macau.

## Training Our Team

By equipping our employees with the necessary tools and training, Wynn ensures a proactive approach to safeguarding against potential risks while promoting a secure work environment. Mandatory annual training is offered to all employees, which covers a range of topics including:

- Anti-harassment;
- Anti-discrimination;
- Anti-corruption;
  - The Foreign Corrupt Practices Act;
  - Anti-corruption in Macau, Hong Kong, and mainland China; and
  - Wynn's anti-corruption policy.

In response to the rise of telecommunications and internet fraud affecting employees in the tourism and gaming industries, Wynn collaborated with the

Judiciary Police of Macau to co-organize the "Anti-Fraud Promotion and Anti-Fraud Ambassadors Appreciation Ceremony". This event was designed to educate team members, and featured interactive anti-fraud experiences and educational games. Held in the back-of-house area, the event successfully engaged over 2,400 team members, providing them with the latest anti-fraud information and strategies.



# Governance Policies

## Anti-Corruption and Anti-Money Laundering

At Wynn, we maintain zero-tolerance for money laundering and have established comprehensive policies to combat both money laundering and the financing of terrorism. These policies are extensive, covering areas such as compliance with laws, rules and regulations, conflict of interest, employment of immediate family members and relatives, as well as anti-corruption and anti-bribery. They provide a clear set of guiding principles that all team members must adopt and apply to their daily work. To ensure robust implementation, Wynn actively enforces our anti-money laundering procedures which comply with or exceed governmental regulations across critical areas including customer screenings and due diligence, transactional controls, reporting, record-keeping and employee training. Our customer due diligence guidelines are risk-based, particularly for high-volume credit and cash customers, and include rigorous procedures such as the collection, validation, and analysis of identity and source of funds information. Additionally, we conduct name-matching against list of known parties, such as politically exposed persons, to mitigate risks effectively. Together, these measures underscore our commitment to maintaining high standards of integrity and regulatory compliance in our operations.

In line with our company-wide commitment to compliance, our long-established anti-money laundering committee functions independently to ensure that all operational divisions at

Wynn adhere to these policies and comply with Macau law. We have also implemented a range of measures to safeguard our interests against potential risks, including advanced systems, processes, and technologies. These initiatives are designed to mitigate threats through extensive employee training, robust surveillance, security and investigation operations, and the adoption of enhanced security features on our chips, such as embedded radio frequency identification tags.

Apart from these systems, we conduct anti-money laundering training for our teams to equip them with the skills needed to identify suspicious financial activities. We also conduct internal audits regularly to prevent such activities. All Wynn team members are obligated to participate in selected training, with additional training being mandatory for certain job positions. All team members receive compliance training, including anti-money laundering, and team members who are involved with our casinos are required to complete responsible gaming programs. To prevent and detect suspicious financial activity, we test all employees before commencing employment and annually thereafter.

Throughout 2024, no instances of bribery, corruption or conflicts of interest were reported, and there were no legal actions taken against the Company or its team members regarding corrupt practices. Additionally, we did not incur any financial losses from legal proceedings associated with money laundering in 2024. These positive outcomes are attributed to our continuous efforts in educating our team members on responsible gaming, anti-money laundering, and fostering a culture of ethics, compliance and safety.

# Governance Policies

## Responsible Gaming

As one of the key stakeholders in Macau's responsible gaming framework, Wynn is committed to integrating responsible gaming into our daily operations. Our commitment is reflected in our continuous collaboration with various stakeholders to enhance the awareness and understanding of responsible gaming among team members, citizens, and tourists, ultimately aiming for the sustainable and healthy development of Macau's gaming industry.

We organized a series of promotional activities during the year, including engaging roadshows and online quizzes at both Wynn Macau and Wynn Palace to support our responsible gaming programs. These events, held in collaboration with the Associação de Juventude Voluntária de Macau and the Sheng Kung Hui Gambling Counselling and Family Wellness Centre, focused on critical themes such as "Know More about Macau Social Services - Gambling Disorder Counseling Organizations" and "Coping with Gambling Disorder: Understanding 'Exclusion' Measures". Through these initiatives, we successfully attracted over 26,600 participations in the promotional activities, learning about the potential harms of problematic gaming, while promoting prevention strategies and positive values.

Further reinforcing our dedication, we aligned our training programs with the Macau government's



responsible gaming campaign "Seeking Help for Winning the Future". We trained nearly 100 responsible gaming ambassadors from our properties. This training program, led by social workers from the Sheng Kung Hui Gambling Counselling and Family Wellness Centre, included interactive group discussions and role-playing exercises with the aim to enhance participants' understanding of responsible gaming issues and equip them with the necessary skills to support guests and their family and friends who may exhibit signs of gaming disorders.

In October, to celebrate the Macau government's Responsible Gambling Promotions 15<sup>th</sup> Anniversary, Wynn hosted the "Macau Gaming Industry Development and Responsible Gaming Promotions Photo Exhibition – Wynn Session" in the Rua da Felicidade district. Supported by the Gaming Inspection and Coordination Bureau of Macau, the Social Welfare Bureau of Macau, and the Institute for the Study of Commercial Gaming of the UM, the exhibition highlighted the historical development of Macau's gaming industry and its responsible gaming initiatives. The three-day event attracted more than 14,000 residents and tourists. Our Responsible Gaming Ambassadors participated in the "Gaming Industry Responsible Gaming Promotion Day", organized by the Macao Gaming Industry Employees Home Integrated Services Center, engaging with residents and tourists through interactive games while sharing information about responsible gaming practices and distributing leaflets with contact details of support organizations.



# Governance Policies



Furthermore, we regularly conduct training courses that cover essential topics related to responsible gaming policies and the symptoms of gaming disorders. These courses provide our team with up-to-date knowledge, enhancing their ability to address problem gaming effectively. This initiative builds upon the comprehensive introduction to responsible gaming that new team members receive during orientation. Throughout 2024, over 6,560 responsible gaming training hours were offered to our employees from various departments, further empowering our team members to assist those affected by gaming disorders while also fostering empathy for their emotional challenges.

We work closely with the Gaming Inspection and Coordination Bureau of Macau, the Social Welfare Bureau of Macau, the Institute for the Study of Commercial Gaming of the UM and other local NGOs to formulate and implement best practices to promote responsible gaming. Part of this is achieved by raising awareness around our facilities through written material regarding the nature and symptoms of problem gaming. In line with the Macau government's policies and promotional strategies, we have instilled elements into our annual responsible gaming promotional plan and circulated our "Wynn Macau and Wynn Palace Implementation Measures of Responsible Gaming" to outline the many measures we have taken to promote responsible gaming. These include:

- Displaying messages on responsible gaming, reminders of potential risks of gaming and information about self and third-party exclusions using posters, brochures, pamphlets, displays boards and video clips;
- Advertising responsibly by not actively promoting any gaming activity, and including a responsible gaming message and/or a toll-free helpline number in advertising messaging where practical;
- Broadcasting videos, including the latest video clips by the Gaming Inspection and Coordination Bureau of Macau's "Seeking Help for Winning the Future" program;
- Installing responsible gaming kiosks to provide immediate help to those who need it;
- Making information available to all patrons explaining the probabilities of winning or losing at the various games offered by our casinos;
- Providing education to new team members on responsible gaming as well as periodic training to refresh their knowledge;
- Organizing annual promotion projects in our local community; and
- Launching training programs for team members by partnering with the Macao Gaming Industry Employees Home to nurture more talent in promoting responsible gaming in the community.

# Governance Policies

## Cyber Security

At Wynn, information is considered to be one of our most valuable company assets, and protecting it from misuse, loss or theft is of the highest priority. Our data protection policy is published on our website to inform customers about user consent, the purpose of data collection, streamline process, and access to modify information collected where needed. We are committed to preserving the confidentiality, accuracy and integrity of all forms of information used by the Company and maintained on behalf of guests and employees, including electronic data, paper documents and spoken word. Additionally, we collect customer data only when necessary to complete business functions, ensuring data is never sold or released to any outside party.

Our operations are safeguarded by our Information Security Program designed to protect against potential threats that could lead to compromise, reputational damage, or financial loss. This world-class program is founded on the principles and standards of the Macau Cyber Security Law (MCSL). It ensures data accuracy and integrity and is overseen by Wynn Resorts' Chief Information Security Officer in collaboration with Wynn Resorts' Chief Information Officer and Privacy Counsel. Together, they oversee our global information security, information technology, and data privacy programs. Furthermore, the Company's information security program encompasses robust controls and protections for its systems, applications, databases, and third-party vendors, creating a well-rounded defense against potential vulnerabilities. Wynn Resorts' Information Security Officer manages the information security program and establishes annual targets and security objectives to safeguard operations and maintain stakeholder trust.

To further guard our guests against cybercrime, we comply with the MCSL. To ensure network security and combat intrusions, we provide security awareness training to team members responsible for managing our cyber systems, aligning with MCSL standards. This training covers the background of the MCSL, its regulatory requirements, and cybersecurity management expectations. To streamline access, MCSL training has been integrated into our internal training platform. In 2024, the number of participants in our MCSL awareness training increased significantly by 215% as compared to last year.

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

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

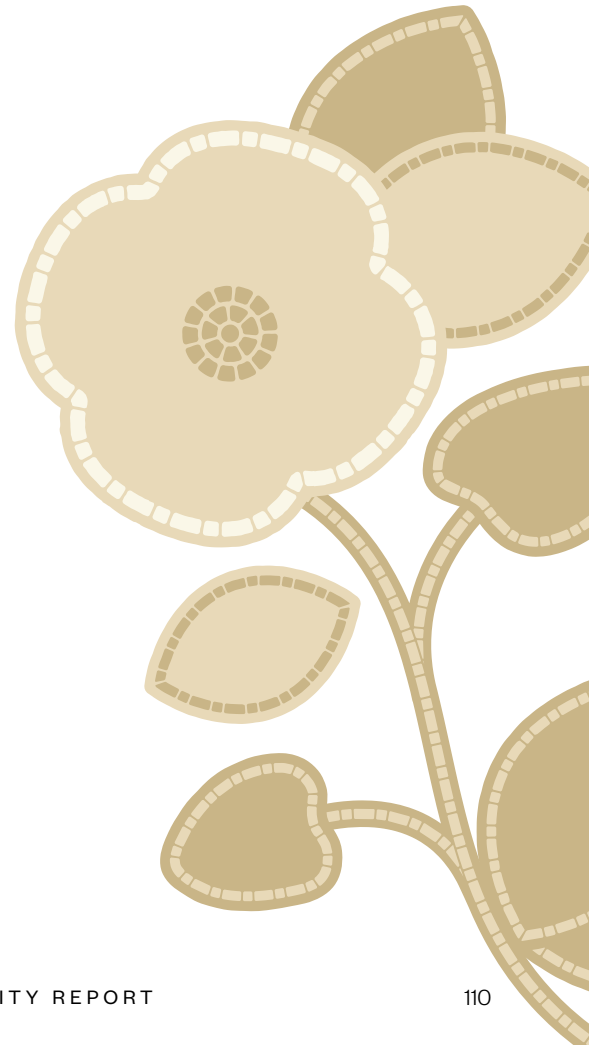
# Governance Policies

Wynn requires all team members to annually acknowledge our IT resources acceptable use and privacy policy to uphold data security policies, information management standards, and personal data protection. Our cybersecurity policy is internally available to all employees, ensuring everyone is aware of their responsibilities. Our Information Security specialists undergo advanced training to fulfill their responsibilities in maintaining our Information Security Program. Complementing this, our cybersecurity program incorporates a comprehensive range of security controls, including firewalls, intrusion detection systems, data loss prevention tools, and penetration testing for network, cloud, and application platforms. We have established a clear escalation process that employees can follow if they notice suspicious activities, reinforcing a culture of vigilance. We also conduct security assessments of third-party vendors and provide security awareness training for employees, ensuring a robust and proactive approach to safeguarding our data and systems. These efforts highlight our promise to ensure a vigilant workforce that effectively protects our data and systems from potential threats.

We aim to maintain the highest security standards through our comprehensive Information Security Program and robust cybersecurity training for our employees. We ensure that all of our data is meticulously protected, thereby safeguarding the interests of all of Wynn's stakeholders.

**Over 12,000**

participants attended PCI  
DSS training since 2018





# 2024 Performance Metrics



## Employees

Workforce Demographics	2024	2023	2022
<b>Total employees<sup>1</sup></b>	<b>11,419</b>	<b>11,484</b>	<b>11,939</b>
<b>By gender</b>			
Male / Female	5,669 / 5,750	5,635 / 5,849	5,866 / 6,073
% of workforce (male / female)	49.6% / 50.4%	49.1% / 50.9%	49.1% / 50.9%
<b>By age group</b>			
Under 30 years old	1,103	1,174	1,438
% of workforce	9.7%	10.2%	12.0%
30-50 years old	7,154	7,127	7,315
% of workforce	62.6%	62.1%	61.3%
Over 50 years old	3,162	3,183	3,186
% of workforce	27.7%	27.7%	26.7%
<b>Employees at management level<sup>2</sup></b>	<b>1,196</b>	<b>1,156</b>	<b>1,151</b>
% of workforce	10.5%	10.1%	9.6%
<b>Employee gender at levels of leadership (male / female)<sup>3</sup></b>			
Leadership	56.1% / 43.9%	56.2% / 43.8%	57.8% / 42.2%
Manager	55.3% / 44.7%	55.0% / 45.0%	55.4% / 44.6%
Line level	49.0% / 51.0%	48.4% / 51.6%	48.4% / 51.6%
<b>Board by gender</b>			
Male / Female	60.0% / 40.0%	60.0% / 40.0%	72.7% / 27.3%
<b>Ethnicity &amp; Nationality</b>			
Local / Non-local	77.2% / 22.8%	79.4% / 20.6%	77.9% / 22.1%
<b>Total number of new employee hires</b>	<b>1,042</b>	<b>1,213</b>	<b>687</b>

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

<sup>2</sup>Management employees include employees in a managerial role and not strictly defined by level or title. They include both leadership and manager levels employees. Since 2024, the calculation methodology for the percentages of employees at management level has been updated and are calculated as the average number of employees at the beginning and at the end of the year. The figures for 2022 and 2023 have been updated based on this method.

<sup>3</sup>Employees at leadership, manager, and line levels are calculated as the average number of employees at the beginning and at the end of the year.

## Employees

Workforce Demographics	2024	2023	2022
<b>Turnover statistics<sup>4</sup></b>			
<b>Turnover rate</b>	<b>7.8%</b>	<b>13.1%</b>	<b>11.2%</b>
<i><b>By gender</b></i>			
Male / Female	8.5% / 7.2%	13.6% / 12.7%	12.8% / 9.6%
<i><b>By age group</b></i>			
Under 30 years old	21.0%	27.1%	20.4%
30-50 years old	6.8%	9.7%	11.7%
Over 50 years old	5.6%	15.6%	5.8%
<b>Voluntary turnover rate<sup>5</sup></b>	<b>6.9%</b>	<b>12.2%</b>	<b>7.0%</b>
<b>Involuntary turnover rate<sup>6</sup></b>	<b>0.9%</b>	<b>0.9%</b>	<b>4.2%</b>

Employee Health and Safety	2024	2023	2022
Injury rate (incidents per 200,000 hours) <sup>7</sup>	3.2	2.7	1.4
Lost days rate (days per 200,000 hours) <sup>8</sup>	83.3	56.3	34.0
Absentee rate (% of total days worked) <sup>9</sup>	2.0%	2.1%	2.1%

<sup>4</sup> Turnover rate is calculated using average employees as the denominator. Turnover rates of male and female employees are calculated using average male and female employees as the denominators respectively. Turnover rates by age group are calculated using average employees under the respective age groups as denominators.

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

<sup>6</sup> Involuntary turnover rate is calculated using average employees as the denominator.

<sup>7</sup> Injury rate as reported to the Macau government includes incidents requiring medical care. Injury rate is based on 100 employees working 40 hours per week for 50 weeks.

<sup>8</sup> Lost days rate is based on 100 employees working 40 hours per week for 50 weeks. The lost day count starts on the first full day missed.

<sup>9</sup> Absentee rate excludes unpaid leave days. The Company provides six paid sick days per employee per year.

## Employee Training<sup>10</sup>

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

	2024	2023	2022
<b>% of employees trained</b>	<b>98.9%</b>	<b>78.3%</b>	<b>76.0%</b>
Male / Female	98.8% / 98.9%	75.6% / 80.9%	73.3% / 78.5%
Management / Non-management	98.0% / 99.0%	96.9% / 76.2%	98.3% / 73.6%
<b>Average employee training (hours)</b>			
Male / Female	30.3 / 34.3	8.8 / 10.1	8.0 / 9.9
Management / Non-management	18.6 / 33.9	14.5 / 8.9	13.1 / 8.5
<b>% of employees anti-corruption policies communicated<sup>11</sup></b>	<b>99.9%</b>	<b>99.4%</b>	<b>98.8%</b>
<b>Number of management employees receiving formal anti-corruption training</b>	<b>872</b>	<b>799</b>	<b>760</b>

## Community Engagement

	2024	2023	2022
<b>Monetary donations and sponsorships (HK\$ millions)</b>	<b>85.9</b>	<b>74.3</b>	<b>145.9</b>
<b>Events<sup>12</sup></b>	<b>119</b>	<b>112</b>	<b>83</b>
Event participants <sup>13</sup>	2,845	3,796	6,488
<b>Volunteer hours<sup>14</sup></b>	<b>10,278</b>	<b>12,629</b>	<b>24,135</b>
WE Volunteer team members	2,490	2,517	2,585

<sup>10</sup> The calculation methodology has been refined to consider only full time employees. The percentage of employees trained and the average employee training hours per employee are calculated using the total employees that worked during the year (including turnover). The figures for 2022 and 2023 have been updated based on this method.

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

<sup>12</sup> Events included both Wynn and non-Wynn organized events in which Wynn's team members participated.

<sup>13</sup> Event participants included friends and families of employees who also participated in the events. Extensive COVID-19 related volunteering works, such as hosting onsite vaccination centers and supporting city-wide mass nucleic acid testing in Macau, contributed to the higher number of participants and volunteer hours in 2022.

<sup>14</sup> Volunteer hours included friends and families of employees who also participated in the events. Extensive COVID-19 related volunteering works, such as hosting onsite vaccination centers and supporting city-wide mass nucleic acid testing in Macau, contributed to the higher number of participants and volunteer hours in 2022.

## Environmental Performance

Emissions	2024	2023	2022
<b>Air emissions (kg)</b>			
Nitrogen oxides (NOx) emissions <sup>15, 16</sup>	751	825	552
Sulfur oxides (SOx) emissions <sup>15, 16</sup>	6	6	4
Particulate matter (PM) emissions <sup>16</sup>	15	21	3
<b>Greenhouse gas (GHG) emissions (t CO<sub>2</sub>e)<sup>16, 17, 18</sup></b>	<b>160,327</b>	<b>160,758</b>	<b>147,817</b>
Scope 1 emissions <sup>16</sup>	12,485	12,383	10,377
Scope 2 emissions <sup>18, 19</sup>	147,842	148,375	137,440
<b>Carbon intensity (t CO<sub>2</sub>e per m<sup>2</sup>)<sup>16, 18</sup></b>	<b>0.20</b>	<b>0.20</b>	<b>0.18</b>

Energy	2024	2023	2022
<b>Total energy consumption (MWh)<sup>16, 18, 20</sup></b>	<b>299,031</b>	<b>300,080</b>	<b>269,533</b>
Energy consumption intensity (MWh per m <sup>2</sup> ) <sup>16, 18, 21</sup>	0.37	0.37	0.33

Water Consumption	2024	2023	2022
<b>Total water consumption (m<sup>3</sup>)</b>	<b>2,351,786</b>	<b>2,502,232</b>	<b>2,044,706</b>
<i>By property</i>			
Wynn Palace	1,333,477	1,418,133	1,273,121
Wynn Macau	1,018,309	1,084,099	771,585
<b>Water consumption intensity (m<sup>3</sup> per guest night)</b>	<b>2.5</b>	<b>2.7</b>	<b>5.3</b>

<sup>15</sup> Since 2022, we expanded the data coverage to also cover liquefied petroleum gas (LPG) use at Wynn Macau and natural gas use at Wynn Palace.

<sup>16</sup> Apart from the limousine fuel consumption that has been previously disclosed, we have also included the fuel consumption (diesel and petrol) of vehicles from other departments in Wynn starting from 2023. In response to the rise in guest visits and the need for greater operational capacity, Wynn acquired additional electric limousine and fuel limousines in 2024.

<sup>17</sup> GHG emissions are calculated based on the GHG Protocol.

<sup>18</sup> Since 2023, we have enhanced our scope's coverage to include the electricity consumption of two electricity meters located at Wynn Palace, which have been repurposed for property events. Additionally, we have included the street lamps in the southeast area of Wynn Macau, which are under our management starting in 2023 with confirmation from the Macau government.

<sup>19</sup> The CEM electricity emissions factor changes each year based on the mix of their energy purchase.

<sup>20</sup> Our energy consumption includes electricity, gas, diesel, natural gas and LPG all converted to an equivalent unit. Our scope excludes offsite warehouses, a small development office and the employee shuttle buses.

<sup>21</sup> Energy consumption intensity is based on the resort footprint (m<sup>2</sup>) and includes gaming, convention, hotel, retail and F&B operations.

## Environmental Performance

Waste Generated	2024	2023	2022
<b>Total non-hazardous waste (tonnes)</b>	<b>13,365</b>	<b>11,851</b>	<b>7,312</b>
Incinerated	10,965	10,771	6,744
Landfilled	167	137	64
Diverted	2,233	943	504
Non-hazardous waste intensity (kg per m <sup>2</sup> )	16.40	14.54	8.97
<b>Total hazardous waste (tonnes)</b>	<b>126</b>	<b>159</b>	<b>91</b>
Incinerated	4	6	9
Diverted	122	153	82
Hazardous waste intensity (kg per m <sup>2</sup> )	0.16	0.19	0.11
<b>Total waste generated (tonnes)</b>	<b>13,491</b>	<b>12,010</b>	<b>7,403</b>

Waste Diverted (kg) <sup>22</sup>	2024	2023	2022
<b>Total non-hazardous waste</b>	<b>2,233,260</b>	<b>942,540</b>	<b>503,655</b>
Playing cards	1,320,065 <sup>23</sup>	128,122	-
Paper <sup>24</sup>	564,471	574,180	318,207
Food waste diversion <sup>25</sup>	147,408	124,437	107,927
Scrap metal	116,650 <sup>26</sup>	40,600	33,549
Glass	32,150	31,896	16,140
Soap	2,925	3,148	2,417
Others <sup>27</sup>	49,591	40,157	25,415
<b>Total hazardous waste</b>	<b>121,626</b>	<b>152,908</b>	<b>82,074</b>
Batteries	68,980	64,436	32,899
Cooking oil	29,586	36,281	19,309
Others <sup>28</sup>	23,060	52,191	29,866
<b>Total waste diverted</b>	<b>2,354,886</b>	<b>1,095,448</b>	<b>585,729</b>

<sup>22</sup> Fluctuations may occur due to changes in usage patterns between reporting years, such as variations in the frequency of use, changes in equipment efficiency, or shifts in consumption habits and operational practices that affect the rate at which these items are consumed and disposed of.

<sup>23</sup> Following the pilot phase in November 2023, the increase is attributed to the official launch of the shredded playing cards recycling program in late January 2024.

<sup>24</sup> Paper includes cardboard, shredded paper, newspaper, and magazine.

<sup>25</sup> Food waste diversion includes food waste that is sent to the composter and digester.

<sup>26</sup> The increase in scrap metal is attributed to machinery and equipment upgrades in 2024.

<sup>27</sup> Others include but may not be limited to aluminum, coffee capsules, various plastics, hotel amenities, and food donations.

<sup>28</sup> Others include but may not be limited to electronics, lighting systems (such as light tubes, light bulbs, and lighting panels), and printer cartridges.

## Procurement

Procurement Spend Percentage	2024	2023	2022
<b><i>By region</i></b>			
Macau	85.5%	80.6%	86.1%
Hong Kong	7.0%	7.6%	8.7%
Others	7.5%	11.8%	5.2%
Procurement Suppliers Percentage	2024	2023	2022
<b><i>By region</i></b>			
Macau	53.6%	55.6%	60.1%
Hong Kong	24.6%	25.4%	24.7%
Others	21.8%	19.0%	15.2%



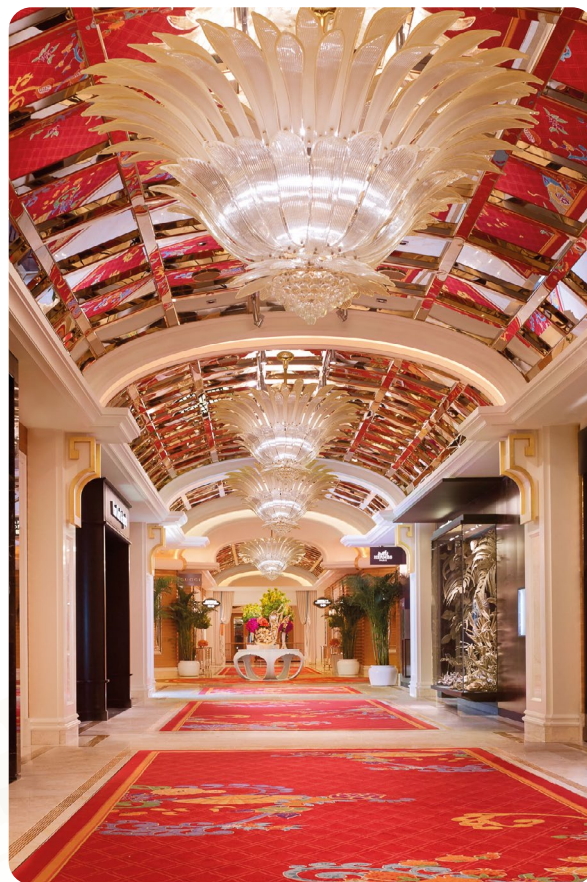
# Content Index

# About this Report

This Sustainability Report (Report) covers the calendar year 2024. 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 where appropriate for the easy reference of our readers. Comprehensive coverage of our financial performance can be found in our [WML 2024 Annual Report](#). The Report covers Wynn Macau Limited, a holding company, and our main operating subsidiary, Wynn Resorts (Macau) S.A., which owns and operates the destination casino resorts "Wynn Palace" in the Cotai area of Macau and "Wynn Macau" on the Macau peninsula.

This Report is developed with reference to existing local and globally recognized reporting frameworks. It is prepared in accordance with the ESG Reporting Code as set out in Appendix C2 of the Rules Governing the Listing of Securities on the HKEX and references the GRI Standards covering the core operations and activities of Wynn. It also references the SASB for industry-specific impacts in the hotel, gaming, and F&B industries. In addition, we prepared our carbon footprint disclosures following the GHG Protocol. We also support the UNSDGs and have presented the report's alignment with applicable SDGs in corresponding sections.

ESG-related [2024 Performance Metrics](#) and a [Content Index](#) are included in the Report to help readers easily locate relevant information across the Report and to demonstrate compliance with the HKEX ESG Reporting Code.



## Combined GRI and HKEX Index

This index references information related to disclosures from the GRI Standards of 2021 (unless indicated otherwise) as well as the HKEX ESG Reporting Code. 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.

In response to the new climate requirements outlined in Part D: Climate-related Disclosures of the HKEX ESG Reporting Code, Wynn is diligently preparing the necessary disclosures for our forthcoming sustainability reports to adhere to the "comply or explain" provisions of the code, and in line with HKEX's phased approach.

GRI Standard Disclosure	HKEX ESG Reporting Code Reference	Disclosure	Reporting Location	Further Remarks
GRI 2: General Disclosures (2021)				
The Organization and its Reporting Practices				
2-1	--	Organizational details	<ul style="list-style-type: none"><li>Welcome to Wynn</li><li>Content Index</li></ul>	<ul style="list-style-type: none"><li>Name of the organization - Wynn Macau, Limited ("WML", "Wynn", "we" or the "Company")</li><li>Location of headquarters - Wynn Palace, Avenida da Nave Desportiva, Cotai, Macau</li><li>Location of operations - Macau SAR, People's Republic of China</li><li>Ownership and legal form:<ul style="list-style-type: none"><li>A publicly listed company on the Hong Kong Stock Exchange</li><li>Approximately 72% beneficially held by Wynn Resorts, Limited</li></ul></li></ul>
2-2		Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"><li>Content Index</li></ul>	<a href="#">WML 2024 Annual Report</a> <ul style="list-style-type: none"><li>Financial Statements</li><li>Notes to Financial Statements</li><li>1. Corporate and Group Information</li></ul>
2-3		Reporting period, frequency and contact point	<ul style="list-style-type: none"><li>Content Index</li></ul>	<p>The highlights, content, and metrics shared in this report cover the calendar year of 2024. We have provided trend data where feasible.</p> <p>Financial Information is disclosed in the <a href="#">WML 2024 Annual Report</a> and published at the end of April 2025.</p> <p>Angel Vong, Vice President - Finance Email: <a href="mailto:Sustainability@wynnpalace.com">Sustainability@wynnpalace.com</a></p>
2-4		Restatements of information	<ul style="list-style-type: none"><li>Content Index</li></ul>	There have been no material restatements during the period.
Activities and workers				
2-6	KPI B5.1 KPI B5.2	Activities, value chain, and other business relationships	<ul style="list-style-type: none"><li>Welcome to Wynn</li><li>Our People</li><li>Our Community<ul style="list-style-type: none"><li>Supporting Entrepreneurship and Innovation</li></ul></li><li>Our Governance<ul style="list-style-type: none"><li>Sustainability Governance</li></ul></li><li>2024 Performance Metrics</li><li>Content Index</li></ul>	<ul style="list-style-type: none"><li><a href="#">WML 2024 Annual Report</a><ul style="list-style-type: none"><li>Management Discussion and Analysis</li><li>Report of the Directors</li></ul></li><li><a href="#">Wynn Macau</a> and <a href="#">Wynn Palace</a> websites</li></ul> <p>In 2024, there were no significant changes in the WML's sector(s), the entire value chain, and other relevant business relationships compared to 2023.</p>
2-7	KPI B1.1	Employees	<ul style="list-style-type: none"><li>Welcome to Wynn</li><li>Our People</li><li>2024 Performance Metrics</li><li>Content Index</li></ul>	<a href="#">WML 2024 Annual Report</a> <ul style="list-style-type: none"><li>Directors and Senior Management</li></ul> <p>All employees from WML are located in Macau.</p>
2-8		Workers who are not employees		

GRI Standard Disclosure	HKEX ESG Reporting Code Reference	Disclosure	Reporting Location	Further Remarks
GRI 2: General Disclosures (2021)				
Governance				
2-9	--	Governance structure and composition	<ul style="list-style-type: none"> <li>• Our Governance</li> <li>• Content Index</li> </ul>	<a href="#">WML 2024 Annual Report</a> - Corporate Governance Report
2-10		Nomination and selection of the highest governance body	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	<a href="#">WML 2024 Annual Report</a> - Corporate Governance Report
2-11	--	Chair of the highest governance body	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	<a href="#">WML 2024 Annual Report</a> - Directors and Senior Management - Our Directors
2-12	MD 14 MD 13 (iii) OD 19	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> <li>• Our Approach to Sustainability</li> <li>- Materiality Assessment</li> <li>• Our Planet</li> <li>- Navigating Through Climate Change</li> <li>• Our Governance</li> <li>- Board Oversight of ESG Issues</li> <li>- Board Composition and Diversity</li> <li>- Sustainability Governance</li> <li>• Content Index</li> </ul>	<a href="#">WML Sustainability Principles</a> <a href="#">WML Sustainability Policy</a>
2-13	MD 13 (ii)	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> <li>• Our Governance</li> <li>- Board Oversight of ESG Issues</li> <li>- Board Composition and Diversity</li> <li>- Sustainability Governance</li> <li>• Content Index</li> </ul>	<a href="#">WML 2024 Annual Report</a> - Corporate Governance Report Our Board directly supports our sustainability initiatives by prioritizing ESG goals to drive long-term corporate value.
2-14	MD 13 (i)	Highest governance body's role in sustainability reporting	<ul style="list-style-type: none"> <li>• Our Governance</li> <li>- Board Oversight of ESG Issues</li> <li>- Sustainability Governance</li> <li>• Content Index</li> </ul>	This report has been reviewed by WML's President and Board of Directors.
2-15	--	Conflicts of interest	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	<a href="#">WML 2024 Annual Report</a> - Management Discussion and Analysis
2-16	--	Communication of critical concerns	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	In 2024, there were no grievances confirmed in relation to critical concern.
2-17	--	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> <li>• Our Governance</li> <li>- Sustainability Governance</li> <li>• Content Index</li> </ul>	<a href="#">WML 2024 Annual Report</a> - Corporate Governance Report
2-18	--	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	<a href="#">WML 2024 Annual Report</a> - Corporate Governance Report - Board of Directors
2-19	--	Remuneration policies	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	<a href="#">WML 2024 Annual Report</a> - Report of the Directors - Remuneration Policy - Corporate Governance Report
Strategy, Policies and Practices				
2-22	--	Statement on sustainable development strategy	<ul style="list-style-type: none"> <li>• Welcome to Wynn</li> <li>- A Message from Linda Chen</li> <li>• Our Approach to Sustainability</li> </ul>	--
2-23		Policy commitments	<ul style="list-style-type: none"> <li>• Our Approach to Sustainability</li> <li>- Living Our Principles</li> <li>• Our People</li> <li>- Workforce Message</li> <li>- Cherishing Employee Health, Well-being and Benefits</li> <li>- Keeping Our Team and Guests Safe</li> <li>• Our Community</li> <li>- Supporting Entrepreneurship and Innovation</li> <li>• Our Governance</li> <li>- Board Composition and Diversity</li> <li>- Governance Policies</li> <li>• Content Index</li> </ul>	<a href="#">WML 2024 Annual Report</a> - Corporate Governance Report <a href="#">WML Sustainability Principles</a> <a href="#">WML Sustainability Policy</a>

GRI Standard Disclosure	HKEX ESG Reporting Code Reference	Disclosure	Reporting Location	Further Remarks
GRI 2: General Disclosures (2021)				
Strategy, Policies and Practices				
2-26	KPI B7.2	Mechanisms for seeking advice and raising concerns (Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored)	<ul style="list-style-type: none"> <li>Our Governance                             <ul style="list-style-type: none"> <li>Governance Policies</li> </ul> </li> <li>Content Index</li> </ul>	<a href="#">WML Sustainability Principles</a>
2-27	GD A1	Compliance with laws and regulations (Policies and compliance with relevant laws and regulations that have a significant impact on the issuer on the following aspects): <ul style="list-style-type: none"> <li>Emissions</li> </ul>	<ul style="list-style-type: none"> <li>Our Planet                             <ul style="list-style-type: none"> <li>Environmental Stewardship</li> </ul> </li> <li>Content Index</li> </ul>	<p>We have internal emissions monitoring and auditing systems that span across the organization. Results are reported monthly and audited annually. The Sustainability team meets monthly with representatives throughout the Company to communicate progress. To our knowledge, Wynn is not subject to any specific country, regional, or industry-level emissions regulations and policies.</p> <p>In 2024, there were no confirmed incidents of non-compliance or grievances confirmed in relation to environmental protection laws or regulations that have a significant impact on us.</p> <p>Nearly all of Macau's water comes from the West River's Modaomen Channel in Zhuhai City, mainland China.</p> <p>All wastewater is discharged to local municipal treatment systems in compliance with applicable legal requirements.</p>
	GD B1	<ul style="list-style-type: none"> <li>Employment</li> </ul>	<ul style="list-style-type: none"> <li>Our People                             <ul style="list-style-type: none"> <li>Cherishing Employee Health, Well-being and Benefits</li> </ul> </li> <li>Our Governance                             <ul style="list-style-type: none"> <li>Governance Policies</li> </ul> </li> <li>Content Index</li> </ul>	<p><a href="#">WML Sustainability Principles</a> <a href="#">WML Sustainability Policy</a></p> <p>Wynn has a policy and annual training covering non-discrimination. Human Resources has the overall responsibility for maintaining effective enforcement of non-discrimination and harassment policies.</p>
	GD B2	<ul style="list-style-type: none"> <li>Health and Safety</li> </ul>	<ul style="list-style-type: none"> <li>Our People                             <ul style="list-style-type: none"> <li>Cherishing Employee Health, Well-being and Benefits</li> </ul> </li> <li>Keeping Our Team and Guests Safe</li> <li>Content Index</li> </ul>	<p><a href="#">WML Sustainability Principles</a> <a href="#">WML Sustainability Policy</a></p> <p>In 2024, there were no major incidents of non-compliance or grievances in relation to health and safety laws and regulations.</p> <p>There were no incidents of occupational disease in 2024.</p>
	GD B4	<ul style="list-style-type: none"> <li>Labour Standards</li> </ul>	<ul style="list-style-type: none"> <li>Our Governance                             <ul style="list-style-type: none"> <li>Governance Policies</li> </ul> </li> <li>Content Index</li> </ul>	<p>Our <a href="#">WML Sustainability Principles</a>, <a href="#">WML Sustainability Policy</a>, Code of Business Conduct and Ethics, and adherence to local labor laws guide our approach to managing these topics.</p> <p>There were no incidents of child or forced labor in 2024.</p>
	GD B6	<ul style="list-style-type: none"> <li>Product Responsibility</li> </ul>	<ul style="list-style-type: none"> <li>Our People                             <ul style="list-style-type: none"> <li>Keeping Our Team and Guests Safe</li> </ul> </li> <li>Our Governance                             <ul style="list-style-type: none"> <li>Governance Policies</li> </ul> </li> <li>Content Index</li> </ul>	<p>In 2024, there were no reported incidents of non-compliance concerning or grievances confirmed concerning:</p> <ul style="list-style-type: none"> <li>the health and safety impacts of products and services</li> <li>product and service information and labeling</li> <li>breaches of customer privacy and customer data</li> </ul> <p>In 2024, no products were subject to recalls for health or safety reasons.</p>
	GD B7	<ul style="list-style-type: none"> <li>Anti-corruption</li> </ul>	<ul style="list-style-type: none"> <li>Our Governance                             <ul style="list-style-type: none"> <li>Governance Policies</li> </ul> </li> <li>Content Index</li> </ul>	<p><a href="#">WML 2024 Annual Report</a></p> <ul style="list-style-type: none"> <li>Report of the Directors</li> <li>Business Review                             <ul style="list-style-type: none"> <li>Compliance with Laws and Regulations</li> </ul> </li> <li>Corporate Governance Report</li> <li>Risk Management and Internal Controls</li> </ul>

GRI Standard Disclosure	HKEX ESG Reporting Code Reference	Disclosure	Reporting Location	Further Remarks
GRI 2: General Disclosures (2021)				
Strategy, Policies and Practices				
2-28	--	Membership associations	• Content Index	<ul style="list-style-type: none"><li>• US Green Building Council</li><li>• Pacific Asia Travel Association</li><li>• Hong Kong Sustainable Seafood Coalition</li><li>• Macau Hotel Association</li><li>• Association for Talent Development</li></ul>
Stakeholder Engagement				
2-29	--	Approach to stakeholder engagement	• Our Approach to Sustainability - Materiality Assessment	--
2-30		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.
GRI 3: Material Topics (2021)				
3-1	MD 15	Process to determine material topics	• Our Approach to Sustainability - Materiality Assessment	--
3-2	MD 14 MD 15	List of material topics		--
Material Topics - GRI 200 Series (Economic Topics)				
GRI 201: Economic Performance (2016)				
3-3	GD B8	Management of material topics (Policies on community engagement)	<ul style="list-style-type: none"><li>• Welcome to Wynn</li><li>- A Message from Linda Chen</li><li>• Our Community</li><li>• Content Index</li></ul>	To ensure the effectiveness of our community outreach programs, we engage with local NGOs to gauge their needs on a regular basis.
201-1	KPI B8.2	Direct economic value generated and distributed (Resources contributed to the focus area on community investment)	<ul style="list-style-type: none"><li>• Welcome to Wynn</li><li>- A Message from Linda Chen</li><li>- 2024 Highlights</li><li>• Our Community</li><li>• 2024 Performance Metrics</li><li>• Content Index</li></ul>	<a href="#">WML 2024 Annual Report</a> - Financial Statements
201-2	CD 22 (a)	Financial implications and other risks and opportunities due to climate change (Information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making)	<ul style="list-style-type: none"><li>• Our Planet</li><li>- Navigating Through Climate Change</li><li>• Our Governance</li><li>- Board Oversight of ESG Issues</li><li>- Sustainability Governance</li><li>• Content Index</li></ul>	<a href="#">WML 2024 Annual Report</a> - Management Discussion and Analysis - Material Risk Factors
201-3	--	Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"><li>• Our People</li><li>- Cherishing Employee Health, Well-being and Benefits</li><li>• Content Index</li></ul>	<a href="#">WML 2024 Annual Report</a> - Report of the Directors - Remuneration Policy
GRI 203: Indirect Economic Impacts (2016)				
3-3	GD B8	Management of material topics (Policies on community engagement)	<ul style="list-style-type: none"><li>• Welcome to Wynn</li><li>- Wynn Care</li><li>• Our Community</li></ul>	--
203-2	KPI B8.1	Significant indirect economic impacts (Focus areas of contribution on community investment)	<ul style="list-style-type: none"><li>• Welcome to Wynn</li><li>- Wynn Care</li><li>• Our People</li><li>• Our Community</li><li>• Content Index</li></ul>	Wynn actively engages in numerous community events and hosts a variety of initiatives to improve people's livelihoods and positively impact Macau's community. Wynn supports economic diversification through hosting a variety of actions, such as supporting youth development and education, foster collaboration between tourism and leisure sports and arts, and hosting exclusive events to highlight Macau's distinctive offerings to drive tourism and foster regional economic growth. Wynn also supports local employment through a variety of initiatives, including recruitment matchmaking days, youth internship opportunities, as well as offering vocational trainings to employees with the aim to enhance the city's economic resilience, aligning with the Macau government's priority in diversifying Macau's economy and safeguard local employment.

GRI Standard Disclosure	HKEX ESG Reporting Code Reference	Disclosure	Reporting Location	Further Remarks
Material Topics - GRI 200 Series (Economic Topics)				
GRI 204: Procurement Practices (2016)				
3-3	GD B5 KPI B5.3	Management of material topics (Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored)	<ul style="list-style-type: none"> <li>Our Community</li> <li>- Supporting Entrepreneurship and Innovation</li> <li>Our Governance</li> <li>- Sustainability Governance</li> </ul>	--
--	KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored		
204-1	GD B5	Proportion of spending on local suppliers	<ul style="list-style-type: none"> <li>Welcome to Wynn</li> <li>- 2024 Highlights</li> <li>Our Community</li> <li>- Community Highlights</li> <li>- Supporting Entrepreneurship and Innovation</li> <li>2024 Performance Metrics</li> <li>Content Index</li> </ul>	<a href="#">WML 2024 Annual Report</a> <ul style="list-style-type: none"> <li>- Report of the Directors</li> <li>- Major Clients and Suppliers</li> </ul>
GRI 205: Anti-corruption (2016)				
3-3	GD B7	Management of material topics	<ul style="list-style-type: none"> <li>Our Governance</li> <li>- Governance Policies</li> <li>Content Index</li> </ul>	<a href="#">WML Sustainability Principles</a> <a href="#">WML Sustainability Policy</a>
205-2	KPI B7.3	Communication and training about anti-corruption policies and procedures (Description of anti-corruption training provided to directors and staff)	<ul style="list-style-type: none"> <li>Our People</li> <li>- Education and Development</li> <li>Our Governance</li> <li>- Governance Policies</li> <li>2024 Performance Metrics</li> <li>Content Index</li> </ul>	<p>We are committed to operating in accordance with the highest ethical standards. Our commitment to conducting business ethically starts with our Board, who oversee and promote compliance with our Code of Business Conduct and Ethics and our Anti-Corruption Policy.</p> <p>Our Anti-Corruption Policy, which applies to Wynn and all our affiliates ensures our business practices fully comply with applicable anti-corruption laws. All our employees must immediately report actual or potential violations of our policy or anti-corruption laws, whether by Wynn employees or third parties, to our Compliance Officer or General Counsel. The Compliance Officer and General Counsel are responsible for the Company's compliance with the Anti-Corruption Policy.</p> <p>All employees and senior management receive anti-corruption communication updates and training. As part of our commitment to ethics, we require all senior leadership, Board members, and executives to receive annual training on our anti-corruption policies.</p> <p>Additionally, all employees are required to acknowledge understanding of the Company's Code of Business Conduct and Ethics annually.</p>
205-3	GD B7 KPI B7.1	Confirmed incidents of corruption and actions taken (Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases)	<ul style="list-style-type: none"> <li>Our Governance</li> <li>- Governance Policies</li> <li>Content Index</li> </ul>	<p>There were no incidents of corruption nor any identified legal cases regarding corrupt practices in 2024. We have not identified any non-compliance with laws and/or regulations.</p> <p><a href="#">WML 2024 Annual Report</a></p> <ul style="list-style-type: none"> <li>- Financial Statements</li> <li>- Notes to Financial Statements</li> <li>- 27. Commitments and Contingencies</li> </ul>
--	KPI B7.2	Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored	<ul style="list-style-type: none"> <li>Our Governance</li> <li>- Governance Policies</li> </ul>	--
GRI 206: Anti-competitive Behavior (2016)				
206-1	--	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<ul style="list-style-type: none"> <li>Content Index</li> </ul>	<p><a href="#">WML 2024 Annual Report</a></p> <ul style="list-style-type: none"> <li>- Financial Statements</li> <li>- Notes to Financial Statements</li> <li>- 27. Commitments and Contingencies</li> </ul>

GRI Standard Disclosure	HKEX ESG Reporting Code Reference	Disclosure	Reporting Location	Further Remarks
Material Topics - GRI 300 Series (Environmental Topics)				
GRI 301: Materials (2016)				
3-3	GD A2 GD A3	Management of material topics	<ul style="list-style-type: none"> <li>• Our Planet</li> <li>- Environmental Stewardship</li> <li>• Our Governance</li> <li>- Sustainability Governance</li> <li>• Content Index</li> </ul>	Our local and global environmental policies, in conjunction with Goldleaf - our environmental sustainability program and our four main environmental management objectives, provide guidance for the efficient use of our natural resources.
301-1	KPI A2.5	Materials used by weight or volume (Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced)	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	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 2024. Packaging related to the procurement of goods is handled as part of our plastic reduction plan and waste management system.
GRI 302: Energy (2016)				
3-3	GD A2 GD A3	Management of material topics	<ul style="list-style-type: none"> <li>• Our Planet</li> <li>- Sustainability Message</li> <li>- Environmental Stewardship</li> <li>• Our Governance</li> <li>- Board Oversight of ESG Issues</li> <li>- Sustainability Governance</li> <li>• Content Index</li> </ul>	Our local and global environmental policies, in conjunction with Goldleaf - our environmental sustainability program and our four main environmental management objectives, provide guidance for the efficient use of our natural resources.
302-1	KPI A2.1	Energy consumption within the organization	<ul style="list-style-type: none"> <li>• Our Planet</li> <li>- Environmental Highlights</li> <li>- Environmental Stewardship</li> <li>• 2024 Performance Metrics</li> </ul>	--
302-3	KPI A2.1	Energy intensity	<ul style="list-style-type: none"> <li>• 2024 Performance Metrics</li> <li>• Content Index</li> </ul>	Energy usage intensity is comprehensive of resort operations including gaming, convention, hotel, retail, and F&B operations. The intensities are calculated based on resort footprint in square meters which remains mostly constant. Thus, not all variables (such as visitation, F&B covers, total employees) that may increase or decrease energy usage are considered in the equation.
302-4	KPI A2.3	Reduction of energy consumption (Description of energy use efficiency target(s) set and steps taken to achieve them)	<ul style="list-style-type: none"> <li>• Our Planet</li> <li>- Environmental Highlights</li> <li>- Environmental Stewardship</li> <li>• Our Governance</li> <li>- Board Oversight of ESG Issues</li> <li>- Sustainability Governance</li> <li>• Content Index</li> </ul>	To ensure we meet our carbon reduction targets – to be Net Zero by 2050 and Carbon Peak by 2030 – we use the EarthCheck system to continuously measure and monitor our environmental performance. This system continuously measures, monitors, and manages key environmental indicators and helps us identify ways to reduce the amount of energy used throughout our operations. In 2024, we achieved energy reduction through optimization of several systems such as continuing our existing lighting equipment replacement project with efficient LED fixtures, as well as low-temperature washing program. To engage our guests in Wynn's commitment to sustainability, each guestroom includes a "Sustainably Minded" card to encourages guests to participate in eco-friendly practices during their stay. Additionally, as part of our ongoing participation in the "Monthly Earth Hour", we turn off all podium, tower façade lights, and signage at both our properties for one hour on a scheduled day each month to conserve energy.

GRI Standard Disclosure	HKEX ESG Reporting Code Reference	Disclosure	Reporting Location	Further Remarks
Material Topics - GRI 300 Series (Environmental Topics)				
GRI 303: Water and effluents (2018)				
3-3	GD A2 GD A3	Management of material topics	<ul style="list-style-type: none"> <li>• Our Planet</li> <li>- Environmental Stewardship</li> <li>• Content Index</li> </ul>	Wynn is taking steps to monitor and reduce our water usage. Our programs include investing in smart technologies, monitoring water use on a functional basis, aligning best practices among our resorts, and investing in equipment to reduce our water use intensity. At all our resorts, we take steps to utilize technology that uses water more efficiently. Evaporation and runoff are also minimized through our drip irrigation systems.
303-1 (a and c)	KPI A2.4 KPI A3.1	Interactions with water as a shared resource (Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them)	<ul style="list-style-type: none"> <li>• Our Planet</li> <li>- Environmental Stewardship</li> <li>• Content Index</li> </ul>	We continuously monitor our water use and rapidly identify any potential spikes and rectify them immediately. We target to keep our consumption below the level in 2019 (pre-pandemic level). In 2024, we achieved a decrease of 4.8% in water consumption compared to our pre-pandemic level as a result of enhanced measures implemented across our operations, including the replacement of our conventional scrap collectors with a trough collector in the dish washing area of Wynn Macau's employee dining room and our continued efforts in the low-temperature washing program. Once the business is stable, we plan to set long-term targets based on a new baseline. This may include reducing and offsetting our water consumption through various strategies, such as potentially investing in smart technologies and equipment for water efficiency as well as potential water capture and regeneration programs in our local watershed region.
303-3	KPI A2.4	Water withdrawal (Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them)		<p>At this time, all water consumption by Wynn is withdrawn from municipal water supplies provided by the Macau water supply authorities. To our knowledge, there is no issue in sourcing water that is fit for purpose in Macau.</p> <p>We assess water risk using the World Resources Institute Water Stress Map.</p> <p>Water Risk Assessment 2024: Macau: Low - Medium (10-20%)</p> <p>Source: <a href="#">World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas</a></p>
303-4	GD A1	Water discharge	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	<p>Nearly all of Macau's water comes from the West River's Modaomen Channel in Zhuhai City, mainland China.</p> <p>All wastewater is discharged to local municipal treatment systems in compliance with applicable legal requirements.</p>
303-5	KPI A2.2	Water consumption in total and intensity (e.g., per unit of production volume, per facility)	<ul style="list-style-type: none"> <li>• Our Planet</li> <li>- Environmental Highlights</li> <li>• 2024 Performance Metrics</li> <li>• Content Index</li> </ul>	Water usage is comprehensive of resort operations, including water use from F&B operations and restrooms for mass visitation day guests. Water intensity is based on number of guest nights (hotel rooms occupied). Thus, not all variables (such as visitation, F&B covers, total employee) that may increase or decrease water usage are considered in the equation.
GRI 304: Biodiversity (2016)				
3-3	--	Management of material topics	<ul style="list-style-type: none"> <li>• Our Planet</li> <li>- Environmental Stewardship</li> </ul>	--

GRI Standard Disclosure	HKEX ESG Reporting Code Reference	Disclosure	Reporting Location	Further Remarks
Material Topics - GRI 300 Series (Environmental Topics)				
GRI 305: Emissions (2016)				
3-3	GD A1 GD A3	Management of material topics	<ul style="list-style-type: none"><li>• Welcome to Wynn</li><li>- Wynn Sustainability Goals</li><li>• Our Planet</li><li>- Sustainability Message</li><li>- Environmental Stewardship</li><li>- Navigating Through Climate Change</li><li>• Our Governance</li><li>- Board Oversight of ESG Issues</li><li>- Sustainability Governance</li><li>• Content Index</li></ul>	<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 2024, 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>
305-1	KPI A1.1 KPI A1.5 CD 17 (1) CD 28 CD 29	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"><li>• Welcome to Wynn</li><li>- Wynn Sustainability Goals</li><li>• Our Planet</li><li>- Sustainability Message</li><li>- Environmental Highlights</li><li>- Environmental Stewardship</li><li>- Navigating Through Climate Change</li><li>• Our Governance</li><li>- Board Oversight of ESG Issues</li><li>- Sustainability Governance</li><li>• 2024 Performance Metrics</li></ul>	--
305-2		Energy indirect (Scope 2) GHG emissions		
305-3		Other indirect (Scope 3) GHG emissions		
305-4		GHG emissions intensity		
305-5		Reduction of GHG emissions (Description of emission target(s) set and steps taken to achieve them)		
305-7		Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		
GRI 306: Waste (2020)				
3-3	GD A1 GD A3	Management of material topics	<ul style="list-style-type: none"><li>• Welcome to Wynn</li><li>- A Message from Linda Chen</li><li>• Our Planet</li><li>- Sustainability Message</li><li>- Environmental Stewardship</li><li>- Greening Our Company and Community</li><li>• Our Governance</li><li>- Sustainability Governance</li></ul>	--
306-2 (a)	KPI A3.1	Management of significant waste-related impacts (Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them)	<ul style="list-style-type: none"><li>• Our Planet</li><li>- Environmental Stewardship</li></ul>	--
306-3 (a)	KPI A1.3	Waste generated (Total hazardous and non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility))	<ul style="list-style-type: none"><li>• Welcome to Wynn</li><li>- 2024 Highlights</li><li>• Our Planet</li><li>- Environmental Highlights</li><li>- Environmental Stewardship</li><li>• 2024 Performance Metrics</li><li>• Content Index</li></ul>	Hazardous waste is not considered a material issue to Wynn as the nature of our business rarely generates such waste. Any hazardous waste we generate is disposed of according to local regulations.
	KPI A1.4			--
306-5	KPI A1.6	Waste directed to disposal (Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them)	<ul style="list-style-type: none"><li>• Welcome to Wynn</li><li>- 2024 Highlights</li><li>• Our Planet</li><li>- Environmental Stewardship</li><li>- Greening Our Company and Community</li><li>• Content Index</li></ul>	<p>In addition to the EarthCheck system that monitors key environmental indicators such as waste production, we use the Winnow Vision to track and measure food waste, which makes a large portion of our total waste. We have various internal targets to reduce food waste, increase recycling, and reduce total waste.</p> <p>To reduce plastic waste, we have implemented the onsite large-scale automated water filling system, Nordaq 2000 since 2019 and extended the offering of locally produced water in reusable glass bottles to our hotel rooms. Additionally, Wynn partnered with a local SME in 2023 to recycle shredded playing cards to help minimize paper waste. To better understand our waste patterns and optimize our waste sorting and reduction initiatives, we have launched a continuous year-long waste audit which analyzes waste composition by department and location, aiming to refine our waste sorting practices and implement effective waste reduction strategies based on data insights.</p> <p>We plan to set long-term targets to reduce food waste and ultimately aim to host zero-waste events. Otherwise, all hazardous and non-hazardous wastes are handled by local contractors who are authorized and licensed to handle waste disposal and recycling according to local regulations.</p>

GRI Standard Disclosure	HKEX ESG Reporting Code Reference	Disclosure	Reporting Location	Further Remarks
Material Topics - GRI 400 Series (Social Topics)				
GRI 401: Employment (2016)				
3-3	GD B1	Management of material topics	• Our People	--
401-1 (b)	KPI B1.2	Employee turnover rate by gender, age group and geographical region	• 2024 Performance Metrics • Content Index	All employees from WML are located in Macau.
401-2	--	Benefits provided to full-time employees that are not provided to temporary or part-time employees	• Our People - Cherishing Employee Health, Well-being and Benefits	--
401-3	--	Parental leave		
GRI 403: Occupational Health & Safety (2018)				
3-3 403-1	GD B2 KPI B2.3	Management of material topics (Occupational health and safety management system. Description of occupational health and safety measures adopted, and how they are implemented and monitored)	• Our People - Cherishing Employee Health, Well-being and Benefits - Keeping Our Team and Guests Safe • Content Index	In 2024, 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 2024.
403-5	--	Worker training on occupational health and safety	• Our People - Keeping Our Team and Guests Safe	--
403-9 403-10	KPI B2.1 KPI B2.2	Work-related injuries and work-related ill health (Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. Lost days due to work injury)	• 2024 Performance Metrics • Content Index	During 2022 to 2024, there was one workplace fatality recorded in 2022. Investigation of the incident was conducted in a timely manner and the respective appropriate follow-up actions were taken. There was no workplace fatality recorded in 2023 and 2024 respectively.  In 2024, our number of lost days due to work injury was 10,407 days.
GRI 404: Training and Education (2016)				
3-3 404-2	GD B3	Management of material topics (Programs for upgrading employee skills and transition assistance. Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities)	• Our People - Education and Development • Content Index	We have internal policies on training, development, and advancement which all guide our approach to employee training and education.
--	KPI B3.1	The percentage of employees trained by gender and employee category	• Our People - Workforce Highlights - Education and Development - Keeping Our Team and Guests Safe	
404-1	KPI B3.2	The average training hours completed per employee by gender and employee category	• Our Governance - Sustainability Governance - Governance Policies • 2024 Performance Metrics • Content Index	
GRI 405: Diversity and Equal Opportunity (2016)				
3-3	GD B1	Management of material topics	• Our People - Cherishing Employee Health, Well-being and Benefits	--
405-1 (b)	KPI B1.1	Diversity of governance bodies and employees (Total workforce by gender, employment type, age group and geographical region)	• Our People • Our Governance - Board Composition and Diversity • 2024 Performance Metrics • Content Index	<a href="#">WML 2024 Annual Report</a> - Corporate Governance Report - Board Diversity Policy All employees from WML are located in Macau.

GRI Standard Disclosure	HKEX ESG Reporting Code Reference	Disclosure	Reporting Location	Further Remarks
Material Topics - GRI 400 Series (Social Topics)				
GRI 406: Non-Discrimination (2016)				
3-3	GD B1	Management of material topics	<ul style="list-style-type: none"> <li>• Our People               <ul style="list-style-type: none"> <li>- Workforce Message</li> <li>- Education and Development</li> <li>- Cherishing Employee Health, Well-being and Benefits</li> </ul> </li> <li>• Our Governance               <ul style="list-style-type: none"> <li>- Governance Policies</li> </ul> </li> <li>• Content Index</li> </ul>	<a href="#">WML Sustainability Principles</a> <a href="#">WML Sustainability Policy</a> Wynn has a policy and annual training covering non-discrimination. Human Resources has the overall responsibility for maintaining effective enforcement of non-discrimination and harassment policies.
406-1	--	Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	No incidents of discrimination were reported in 2024.
GRI 408: Child Labor and GRI 409: Forced or Compulsory Labor (2016)				
3-3	GD B4	Management of material topics		Our <a href="#">WML Sustainability Principles</a> , <a href="#">WML Sustainability Policy</a> , 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 2024.
408-1 (c) 409-1 (b)	KPI B4.1 KPI B4.2	Operations and suppliers at significant risk for incidents of child labor and forced or compulsory labor (Description of measures to review employment practices to avoid child and forced labor. Description of steps taken to eliminate such practices when discovered.)	<ul style="list-style-type: none"> <li>• Our People               <ul style="list-style-type: none"> <li>- Cherishing Employee Health, Well-being and Benefits</li> </ul> </li> <li>• Our Governance               <ul style="list-style-type: none"> <li>- Governance Policies</li> </ul> </li> <li>• Content Index</li> </ul>	<a href="#">WML Sustainability Principles</a> <a href="#">WML Sustainability Policy</a> Our onboarding policies, practices, and procedures prevent child or forced labor in our operations. The age and identity of our employees are verified and employment contracts are entered into with each of our employees.
GRI 416: Customer Health and Safety and GRI 418: Customer Privacy (2016)				
3-3 416-2	GD B6 KPI B6.5	Management of material topics (Incidents of non-compliance concerning the health and safety impacts of products and services. Description of consumer data protection and privacy policies, and how they are implemented and monitored)	<ul style="list-style-type: none"> <li>• Our People               <ul style="list-style-type: none"> <li>- Keeping Our Team and Guests Safe</li> </ul> </li> <li>• Our Governance</li> <li>• Content Index</li> </ul>	In 2024, there were no reported incidents of non-compliance concerning or grievances confirmed concerning: <ul style="list-style-type: none"> <li>- the health and safety impacts of products and services</li> <li>- product and service information and labeling</li> <li>- breaches of customer privacy and customer data</li> </ul> No products were subject to recalls for health or safety reasons.
--	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	Not material because we are primarily engaged in the provision of hospitality and gaming services. No products were subject to recall for health and safety reasons in 2024.
418-1	KPI B6.2	Substantiated complaints concerning breaches of customer privacy and losses of customer data (Number of products and service-related complaints received and how they are dealt with)	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	In 2024, there were no reported incidents of non-compliance or grievances confirmed concerning breaches of customer privacy and customer data. We take any product or service-related complaints seriously. We have procedures to record and investigate the facts surrounding a complaint and will make changes to our offerings or provide solutions as appropriate.
--	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	Our Legal department monitors our commitment and compliance to intellectual property rights protection.
--	KPI B6.4	Description of quality assurance process and recall procedures		Our quality assurance process is a considered approach mandated across our service platforms.

## SASB Index

Our disclosure relates to the three SASB industry standards within our sector that we consider most relevant to our business: casino and gaming, hotel and lodging, and F&B industries. We do not currently disclose all metrics included in these standards and we anticipate enhancing our SASB reporting over time. In addition, given the scope, nature, and geographical presence of our business we have sought to disclose against those SASB metrics that we consider most relevant to provide insight and transparency and left out metrics not deemed applicable to our overall business model.

Code	Topic	Accounting Metric	Disclosure Statement						
SV-CA-130a.1 SV-HL-130a.1 FB-RN-130a.1	Energy Management	Total energy consumed	WML Electricity Consumption						
				Wynn Macau		Wynn Palace		WML Total Consumed	
			Year	MWh	Gigajoules	MWh	Gigajoules	MWh	Gigajoules
			2022	92,984	334,743	128,694	463,298	221,678	798,041
			2023	98,906	356,062	144,731	521,030	243,637	877,092
		2024	99,723	359,005	143,438	516,376	243,161	875,381	
		Percentage grid electricity	100% of our electricity were purchased from CEM.						
		Percentage renewable	0% of our electricity was from renewable sources. A portion of our grid electricity purchased from CEM comprises of a mix of renewable energy.						
SV-HL-140a.1 FB-RN-140a.1	Water Management	Total water consumed	WML Water Consumption (Thousand cubic meters)						
		Percentage in regions with high or extremely high baseline water stress	Year	Wynn Macau		Wynn Palace		WML Total Consumed	
			2022	772		1,273		2,045	
			2023	1,084		1,418		2,502	
			2024	1,018		1,334		2,352	
			We assess water risk using the World Resources Institute Water Stress Map. Water Risk Assessment 2024: Macau: Low - Medium (10-20%) Source: <a href="#">World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas</a>						
SV-HL-450a.1	Climate Change Adaptation	Number of lodging facilities located in 100-year flood zones	Using the FM Global Flood Risk analysis for Macau Peninsula and Cotai, it is determined that Wynn Macau is located in the 100-year flood zone, whereas Wynn Palace is not and the risk for Wynn Palace is deemed to be minimal.  Source: <a href="#">FM Global Flood Risk</a>						
SV-HL-160a.1	Ecological Impacts	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	No Wynn properties are located in the following protected sites in 2024: <ul style="list-style-type: none"><li>• <a href="#">UNESCO Biospheres</a></li><li>• <a href="#">Natura 2000 areas</a></li><li>• <a href="#">Ramsar sites</a></li></ul> According to World Database of Protected Areas (WDPA): <ul style="list-style-type: none"><li>• Wynn Macau: Not located on protected land.</li><li>• Wynn Palace: Not located on protected land.</li></ul> Source: Protected Planet's <a href="#">World Database of Protected Areas (WDPA)</a>						
SV-HL-160a.2		Description of environmental management policies and practices to preserve ecosystem services	Our Company takes pride in building welcoming, vibrant, and healthy environments for our guests and employees. We maintain our five-star resorts by applying attention to detail to all we do, including managing the environmental elements of our operations.  We have committed to EarthCheck environmental management standards to help preserve ecosystem services.  More details are provided in the <a href="#">Our Planet</a> section.						

Code	Topic	Accounting Metric	Disclosure Statement			
SV-HL-310a.1 FB-RN-310a.1	Labor Practices	Voluntary turnover rate for all employees	WML Turnover Rates			
			Year	2024	2023	2022
			Voluntary Turnover Rate	6.9%	12.2%	7.0%
			Involuntary Turnover Rate	0.9%	0.9%	4.2%
		More details are provided in the <a href="#">2024 Performance Metrics</a> section.				
SV-HL-310a.3 FB-RN-310a.2	Average hourly wage	Average Hourly Wage of Non-Managers				
		Year	2024	2023	2022	
	Percentage of all employees earning minimum wage	HK\$	100	98	97	
SV-HL-310a.4		100% of our employees earned above minimum wage in 2024.				
	Description of policies and programs to prevent worker harassment	<a href="#">Our Governance</a>				
		- Governance Policies <a href="#">WML Sustainability Principles</a> <a href="#">WML Sustainability Policy</a>				
SV-CA-260a.1	Responsible Gaming	Percentage of gaming facilities that implement the Responsible Gambling Standards and Criteria for Venues	100% of WML properties adhere to responsible gaming programs. We pledge to make responsible gaming an integral part of our daily operations.			
SV-CA-260a.2		Percentage of online gaming operations that implement the Responsible Gambling Council (RGC) Standards and Criteria for iGaming	More details on our responsible gaming programs are provided in the <a href="#">Our Governance</a> section.			
			There were no online gaming operations in Macau in 2024.			
SV-CA-320a.1	Smoke-free Casinos	Percentage of gaming floor where smoking is allowed	0% of gaming floor where smoking is allowed.			
SV-CA-320a.2		Percentage of gaming staff who work in areas where smoking is allowed	0% of gaming staff works in areas where smoking is permitted.			
SV-CA-510a.1	Internal Controls on Money Laundering	Description of anti-money laundering policies and practices	<a href="#">Our Governance</a>			
			- Governance Policies <a href="#">WML Sustainability Principles</a> <a href="#">WML Sustainability Policy</a>			
Code	Activity Metric		Disclosure Statement			
FB-RN-000.A	Number of company-owned restaurants		Food and Beverage Outlets			
			Year	2024	2023	2022
			Number	26	28	28
FB-RN-000.B	Number of employees at company-owned locations		Total Employees			
			Year	2024	2023	2022
			Number	11,419	11,484	11,939
			More details are provided in the <a href="#">2024 Performance Metrics</a> section.			
SV-HL-000.A	Number of available room-nights		Year	2024	2023	2022
			Number	964,728	958,192	971,209
SV-HL-000.B	Average occupancy rate		Year	2024	2023	2022
			Percentage	98.9%	95.5%	39.4%
SV-HL-000.D	Number of lodging facilities and the percentage that are: • managed • owned and leased • franchised		Both Wynn Macau and Wynn Palace are 100% managed by WML.			
SV-CA-000.A	Number of tables		Average Numbers of Gaming Tables			
			Year	2024	2023	2022
			Number	554	555	559
SV-CA-000.B	Number of slots		Average Numbers of Slots			
			Year	2024	2023	2022
			Number	1,218	1,111	1,269



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