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Wynn Macau, Limited
永利澳門有限公司*

(incorporated in the Cayman Islands with limited liability)

(Stock Code: 1128 and Debt Stock Codes: 5280, 40102, 40357, 5754, 5877)

GRANT OF AWARDS

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

The board (the "**Board**") of directors (the "**Directors**") of the Company hereby announces that on 4 December 2025, the Company granted awards (the "**Awards**") under the Employee Ownership Scheme to five employees of the Group (the "**Selected Participants**") to subscribe for an aggregate of 971,308 ordinary shares of HK$0.001 each in the share capital of the Company (the "**Shares**"), representing approximately 0.018% of the issued share capital of the Company as at the date of this announcement, subject to acceptance by the Selected Participants.

Details of the Awards granted are as follows:

Date of the grant	:	4 December 2025 (the "**Date of Grant**")
Purchase price of the Awards granted	:	Nil
Closing price per Share on the Date of Grant	:	HK$6.45
Vesting period	:	The Awards granted to three Selected Participants will be vested 25% on each anniversary of their respective employment contract renewal dates between 2026 and 2029. The Awards granted to two Selected Participants will be vested 1/3 on each anniversary of their respective employment contract renewal dates between 2026 and 2028. If the vesting date is not a business day, the vesting date shall be the business day immediately thereafter.

* *For identification purpose only*

		Pursuant to the Employee Ownership Scheme, the vesting period for any Award granted shall not be less than 12 months from the date of grant of such Award, unless a shorter vesting period under specific circumstances as set out in the Employee Ownership Scheme. While the first vesting of the grant to each of the five Selected Participants is shorter than 12 months as determined by the Board, the overall Awards granted to each of the five Selected Participants have a mixed vesting schedule with a vesting period spanning from the Date of Grant to 2028 or 2029. The Board and the remuneration committee of the Company consider that such arrangements (a) are appropriate and commercially competitive and reasonable as a majority of the Awards are subject to a longer vesting period, which will ensure that the long-terms interest of the grantees and the Company are aligned and the grantees will be motivated to contribute to the Company's development; and (b) are permitted under the terms of the Employee Ownership Scheme.
Performance targets	:	The Awards granted to the Selected Participants are not subject to performance targets.
Clawback/Lapse mechanism	:	Where a Selected Participant's service or employment with the Group has been terminated by the Group by reason of, among others, (i) resignation of the Selected Participant's employment with the Group, (ii) misconduct or otherwise pursuant to law or the relevant employment or engagement contract, or (iii) the violation of any agreement, the Group's policy or any other applicable laws and regulations by the Selected Participant, the Selected Participant will cease to be an eligible participant and the Awards granted will automatically lapse.
No financial assistance	:	The Group has not provided any financial assistance to the Selected Participants to facilitate the purchase of Shares under the Employee Ownership Scheme.

The purposes of the Employee Ownership Scheme are (i) to align the interests of eligible participants with those of the Company and its shareholders as a whole; (ii) to motivate and attract the eligible participants to enhance the value of the Company and its Shares for the benefits of the Company and the eligible participants; and (iii) to recognize and encourage eligible participants to make contributions to the long-term growth and profits of the Group. The remuneration committee of the Company believes that the grant of the Awards and the relevant vesting period are appropriate and in line with the market practice and the purposes of the Employee Ownership Scheme.

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

The grant of Awards will be satisfied by issuance of new Shares within the scheme mandate limit under the Employee Ownership Scheme. After the above grant of Awards, 494,297,813 and 10,423,664 underlying Shares will be available for future grant under the scheme mandate limit and service provider sublimit of the Employee Ownership Scheme, respectively.

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

Hong Kong, 4 December 2025

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