



2022  
ESG Report  
Wynn Resorts

---

*Global Reporting  
Initiative Index*

# GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																		
2-1	Organizational details	Wynn Resorts, Limited Wynn Resorts, Limited Headquarters is located at: 3131 Las Vegas Boulevard South Las Vegas, Nevada 89109 United States of America  Wynn Resorts <a href="#">2022 ESG Report</a> : Who We Are, p. 7;																		
2-2	Entities included in the organization's sustainability reporting	Wynn Resorts <a href="#">2022 ESG Report</a> : About this Report, p. 6; <a href="#">Wynn Resorts 10-K</a> : Note 19 – Segment Information, p. 98;																		
2-3	Reporting period, frequency and contact point	Wynn Resorts <a href="#">2022 ESG Report</a> : About This Report, p. 6;																		
2-4	Restatements of information	To demonstrate the reporting principle of timeliness, awards received during the report construction were included in the 2021 ESG Report, despite being announced outside the reporting period. The following awards were received in 2022 and mentioned in the previous ESG Report: <ul style="list-style-type: none"> <li>Wynn Resorts was named to <i>Forbes</i> 2022 list of Best Employers for Diversity.</li> <li>Wynn Resorts was recognized on <i>Fortune</i> magazine's inaugural Modern Board 25 list, which highlights the top 25 most innovative boards directors among S&amp;P 500 companies.</li> <li>Wynn Resorts has been recognized by <i>Travel + Leisure</i> as a Global Vision 2022 Award Winner.</li> </ul>																		
2-6	Activities, value chain and other business relationships	Wynn Resorts <a href="#">2022 ESG Report</a> : Who We Are, p. 7; <a href="#">Wynn Resorts 10-K</a> : Item 1 - Business, p. 4; Market and Competition, p. 7;  <b>Future Development Projects</b> In January 2022, Wynn Resorts, along with Al Marjan Island and RAK Hospitality, announced plans for the development and management of a destination integrated resort property on Island 3, Al Marjan Island in the Emirate of Ras al Khaimah, United Arab Emirates. The project is anticipated to be completed and open to the public in 2026, featuring a 1,000+-room hotel, a high-end shopping mall, a state-of-the-art meeting and convention facility, an exclusive spa, more than 10 restaurants and lounges, a wide array of entertainment choices, a gaming area (subject to regulatory approval), and other amenities. The planned integrated resort will leverage Wynn Resorts' expertise in developing and operating luxury hospitality destinations and is expected to create substantial value to the local economy by accelerating tourism, creating jobs, and contributing to the growth of related sectors.																		
2-7	Employees	<table border="1"> <thead> <tr> <th colspan="3">2022 Wynn North America Employee Contracts</th> </tr> <tr> <th>Employee Contract</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Full-Time</td> <td>5,629</td> <td>4,575</td> </tr> <tr> <td>Part-Time</td> <td>2,407</td> <td>2,389</td> </tr> <tr> <td>Permanent</td> <td>8,036</td> <td>6,964</td> </tr> <tr> <td>Temporary</td> <td>328</td> <td>202</td> </tr> </tbody> </table>	2022 Wynn North America Employee Contracts			Employee Contract	Male	Female	Full-Time	5,629	4,575	Part-Time	2,407	2,389	Permanent	8,036	6,964	Temporary	328	202
2022 Wynn North America Employee Contracts																				
Employee Contract	Male	Female																		
Full-Time	5,629	4,575																		
Part-Time	2,407	2,389																		
Permanent	8,036	6,964																		
Temporary	328	202																		
2-9	Governance structure and composition	<a href="#">Wynn Resorts Proxy Statement</a> : Governance, p. 3; Wynn Resorts <a href="#">2022 ESG Report</a> : Board Role in ESG Risk Oversight, p. 23;																		

# GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
2-10	Nomination and selection of the highest governance body	Wynn Resorts <a href="#">2022 ESG Report</a> : Governance Philosophies Around ESG, p. 22;
2-11	Chair of the highest governance body	Wynn Resorts <a href="#">2022 ESG Report</a> : Governance Philosophies Around ESG, p. 22;
2-14	Role of the highest governance body in sustainability reporting	Wynn Resorts <a href="#">2022 ESG Report</a> : Board Role in ESG Risk Oversight, p. 23; The Wynn Resorts 2022 ESG Report has been reviewed by the CEO.
2-15	Conflicts of interest	Wynn Resorts <a href="#">Code of Business Conduct and Ethics</a> <a href="#">Wynn Resorts Proxy Statement</a> : Nominating and Corporate Governance Committee, p. 16;
2-16	Communication of critical concerns	Wynn Resorts <a href="#">Code of Business Conduct and Ethics</a> <a href="#">Wynn Resorts Proxy Statement</a> : Nominating and Corporate Governance Committee, p. 16; Wynn Resorts <a href="#">2022 ESG Report</a> : Board Role in ESG Risk Oversight, p. 23;
2-18	Evaluation of the performance of the highest governance body	Wynn Resorts <a href="#">2022 ESG Report</a> : Board Role in ESG Risk Oversight, p. 23; <a href="#">Wynn Resorts Proxy Statement</a> : Compensation Committee, p. 15;
2-19	Remuneration policies	<a href="#">Wynn Resorts Proxy Statement</a> : How We Are Paid, p. 19; 2022 Annual Incentive Payout, p. 35;
2-20	Process to determine remuneration	<a href="#">Wynn Resorts Proxy Statement</a> : Compensation Committee, p. 15; How We Are Paid, p. 19; Shareholder Engagement & Response to 2022 Say-on-Pay Vote, p. 25;
2-21	Annual total compensation ratio	<a href="#">Wynn Resorts Proxy Statement</a> : Pay Ratio Disclosure, p. 54;
2-22	Statement on sustainable development strategy	Wynn Resorts <a href="#">2022 ESG Report</a> : Message from Craig S. Billings, CEO, p. 5;
2-23	Policy commitments	<a href="#">Wynn Resorts 10-K</a> : Our Strategy, p. 4; Wynn Resorts <a href="#">2022 ESG Report</a> : Human Rights, p. 24; Wynn Resorts <a href="#">Code of Business Conduct and Ethics</a>
2-26	Mechanisms for seeking advice and raising concerns	Wynn Resorts <a href="#">Code of Business Conduct and Ethics</a> Wynn Resorts <a href="#">2022 ESG Report</a> : Facilitation of Non-Compliance Reporting and Whistleblower Protections, p. 28; <a href="#">Code of Business Conduct and Ethics</a> , p. 25;

# GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
2-28	Membership associations	Wynn Resorts was a member of the following organizations in 2022: <ul style="list-style-type: none"> <li>• Nevada Resort Association</li> <li>• International Center for Responsible Gaming</li> <li>• Nevada Council on Problem Gaming</li> <li>• American Gaming Association</li> <li>• Latin Chamber of Commerce</li> <li>• Gay and Lesbian Chamber of Commerce</li> <li>• US/China Business Council</li> <li>• PCAOB</li> <li>• FASB</li> </ul>
2-30	Collective bargaining agreements	In 2022, 51 percent of Wynn employees in North America were covered by collective bargaining agreements.
201-1	Direct economic value generated and distributed	<a href="#">Wynn Resorts 10-K</a> : Item 8 - Financial Statements and Supplementary Data, p. 55;
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">Wynn Resorts 10-K</a> : Note 10 - Benefit Plans, p. 81;
203-1	Infrastructure investments and services supported	<a href="#">Wynn Resorts 10-K</a> : Note 10 - Benefit Plans, p. 81; Wynn Resorts <a href="#">2022 ESG Report</a> : Giving Season 2022, p. 45; Employee Volunteerism, p. 47; Wynn Employee Foundation Community Grants and Donations, p. 49; Community Programs, p. 51;
205-2	Communication and training about anti-corruption policies and procedures	Wynn Resorts <a href="#">2022 ESG Report</a> : Anti-Money Laundering, p. 27; Code of Business Conduct and Ethics, p. 25; Employee Training, p. 39; 99 percent of Wynn employees in North America completed annual compliance training by the close of 2022. Employees who are out sick or on personal leave are required to complete compliance training upon return to work; cases such as this account for the reason for our metric presented.
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">Wynn Resorts 10-K</a> : Note 17 - Commitments and Contingencies, p. 95;

# GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
207-1	Approach to tax	<p><b>Approach to Tax</b> The tax strategy conforms with the Group's <a href="#">Code of Business Conduct and Ethics</a>. We seek to identify, evaluate, monitor and manage tax risks to ensure that we comply in full with our legal obligations. We are committed to compliance with tax laws and practices. We continuously monitor changes to tax legislation, ensuring that we take advice where appropriate from professional advisers.</p> <p>As our business grows and expands, risks may arise with respect to the application of tax laws that are complex and uncertain at times. While we do not have prescriptive levels of tax risk, we routinely seek professional advice where the application of tax law to a material transaction or a given situation is reasonably unclear or uncertain. We assess tax laws to support the commercial and investment objectives of our business. We assess the tax treatment of material transactions and new business developments. Where more than one legal option is available, the most tax efficient method may be pursued. When appropriate to our business, we will seek to apply tax incentives and exemptions in the manner in which they are intended.</p> <p>In 2022, Wynn Resorts paid approximately \$554 million in taxes and government fees in the United States.</p> <p>We assess tax laws to support the commercial and investment objectives of our business. We assess the tax treatment of material transactions and new business developments. Where more than one legal option is available, the most tax efficient method may be pursued. When appropriate to our business, we will seek to apply tax incentives and exemptions in the manner in which they are intended.</p> <p>Wynn Resorts' Code of Business Conduct and Ethics details procedures for reporting violations anonymously. These reporting channels are intended to be used to report all types of unethical or illegal activity, including but not limited to, violations of accounting, auditing or securities laws, any form of harassment or discrimination and any misconduct by employees or guests.</p> <p>Our accounting firms' opinions on financial statements and controls, our tax disclosures, and additional tax detail can be found in the following areas in our financial reports: <a href="#">Wynn Resorts 10-K</a>; Report of Independent Registered Public Accounting Firm, p. 58-60; Note 13 - Income Taxes, p. 91;</p> <p>We engage with the tax authorities in a cooperative and compliant manner. The Company has participated in the IRS Compliance Assurance Program ("CAP") for the 2012 through 2022 tax years and will continue to participate in the IRS CAP for the 2023 tax year. To minimize tax risk and maintain transparency, we aim to provide information and disclose tax matters in a timely manner. We seek to resolve any differences by providing each tax authority with all required information to understand our business and through constructive discussion.</p>
207-2	Tax governance, control, and risk management	
207-3	Stakeholder engagement and management of concerns related to tax	
207-4	Country-by-country reporting	

# GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																																																							
302-1	Energy consumption within the organization	<p>Wynn Resorts <a href="#">2022 ESG Report</a>; Fuel and Electricity, p. 59;</p> <table border="1"> <thead> <tr> <th colspan="7">Wynn North America Power Consumption by Energy Type</th> </tr> <tr> <th rowspan="2">Year</th> <th colspan="2">Non-renewable</th> <th colspan="2">Renewable</th> <th colspan="2">Total Consumption</th> </tr> <tr> <th>MWh</th> <th>Gigajoules</th> <th>MWh</th> <th>Gigajoules</th> <th>MWh</th> <th>Gigajoules</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>155,918</td> <td>561,305</td> <td>21,189</td> <td>76,281</td> <td>177,107</td> <td>637,586</td> </tr> <tr> <td>2019</td> <td>148,729</td> <td>535,423</td> <td>28,554</td> <td>102,795</td> <td>177,283</td> <td>638,218</td> </tr> <tr> <td>2020 <sup>(1)(2)</sup></td> <td>163,951</td> <td>590,225</td> <td>24,172</td> <td>87,020</td> <td>188,123</td> <td>677,245</td> </tr> <tr> <td>2021 <sup>(2)(3)</sup></td> <td>179,111</td> <td>644,799</td> <td>27,485</td> <td>98,947</td> <td>206,596</td> <td>743,746</td> </tr> <tr> <td>2022 <sup>(3)(4)</sup></td> <td>97,061</td> <td>349,419</td> <td>124,250</td> <td>447,301</td> <td>221,311</td> <td>796,720</td> </tr> </tbody> </table> <p>(1) North America totals include Encore Boston Harbor beginning in 2020.                      (2) The Wynn Solar Facility took an unscheduled maintenance outage in 2020 and 2021, resulting in decreased annual output.                      (3) Encore Boston Harbor's total renewables in 2021 and 2022 include a mix of physically owned renewable generation, REC purchases, including green-e Certified RECs that offset a portion of electricity consumed.                      (4) Our approach to calculating the percentage of electricity consumption from renewables at Wynn Las Vegas adjusted in 2022 to include our retired RECs for state Renewable Portfolio Standard compliance and through our integration of nZero's carbon management intelligence software that allows us to increase the level of transparency in our real-time, market-based clean power procurement strategies.</p>	Wynn North America Power Consumption by Energy Type							Year	Non-renewable		Renewable		Total Consumption		MWh	Gigajoules	MWh	Gigajoules	MWh	Gigajoules	2018	155,918	561,305	21,189	76,281	177,107	637,586	2019	148,729	535,423	28,554	102,795	177,283	638,218	2020 <sup>(1)(2)</sup>	163,951	590,225	24,172	87,020	188,123	677,245	2021 <sup>(2)(3)</sup>	179,111	644,799	27,485	98,947	206,596	743,746	2022 <sup>(3)(4)</sup>	97,061	349,419	124,250	447,301	221,311	796,720
Wynn North America Power Consumption by Energy Type																																																									
Year	Non-renewable		Renewable		Total Consumption																																																				
	MWh	Gigajoules	MWh	Gigajoules	MWh	Gigajoules																																																			
2018	155,918	561,305	21,189	76,281	177,107	637,586																																																			
2019	148,729	535,423	28,554	102,795	177,283	638,218																																																			
2020 <sup>(1)(2)</sup>	163,951	590,225	24,172	87,020	188,123	677,245																																																			
2021 <sup>(2)(3)</sup>	179,111	644,799	27,485	98,947	206,596	743,746																																																			
2022 <sup>(3)(4)</sup>	97,061	349,419	124,250	447,301	221,311	796,720																																																			
302-3	Energy intensity	<p>Wynn Resorts <a href="#">2022 ESG Report</a>; Fuel and Electricity, p. 59;</p> <table border="1"> <thead> <tr> <th colspan="3">Wynn North America Energy Use Intensity (MWh/SqFt)</th> </tr> <tr> <th>Year</th> <th>Wynn Las Vegas</th> <th>Encore Boston Harbor</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>143</td> <td>0</td> </tr> <tr> <td>2019</td> <td>140</td> <td>0</td> </tr> <tr> <td>2020</td> <td>116</td> <td>150</td> </tr> <tr> <td>2021</td> <td>128</td> <td>173</td> </tr> <tr> <td>2022</td> <td>136</td> <td>179</td> </tr> </tbody> </table>	Wynn North America Energy Use Intensity (MWh/SqFt)			Year	Wynn Las Vegas	Encore Boston Harbor	2018	143	0	2019	140	0	2020	116	150	2021	128	173	2022	136	179																																		
Wynn North America Energy Use Intensity (MWh/SqFt)																																																									
Year	Wynn Las Vegas	Encore Boston Harbor																																																							
2018	143	0																																																							
2019	140	0																																																							
2020	116	150																																																							
2021	128	173																																																							
2022	136	179																																																							
303-1	Interactions with water as a shared resource	<p>Wynn Resorts <a href="#">2022 ESG Report</a> Water, p. 63;</p> <p><b>Wynn North America Regional Water Risk Assessment 2022:</b>                      Everett: (Low - Medium) Overall Water Risk. (Medium - High) Riverline Flood Risk Stress.                      Las Vegas: (Low) Overall Water Risk. (Medium - High) Interannual Variability.</p> <p>Source: <a href="#">World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas</a></p>																																																							
303-5	Water consumption	<p>Wynn Resorts <a href="#">2022 ESG Report</a>; Water, p. 63;</p> <table border="1"> <thead> <tr> <th colspan="5">Wynn North America Water Consumption (Gallons x 1,000)</th> </tr> <tr> <th>Year</th> <th>Wynn Las Vegas</th> <th>Encore Boston Harbor</th> <th>North American Total</th> <th>Water Consumption in Areas of High Stress</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>564,320</td> <td>0</td> <td>564,320</td> <td>0</td> </tr> <tr> <td>2019</td> <td>520,525</td> <td>0</td> <td>520,525</td> <td>0</td> </tr> <tr> <td>2020</td> <td>395,190</td> <td>51,839</td> <td>447,029</td> <td>0</td> </tr> <tr> <td>2021</td> <td>432,780</td> <td>64,858</td> <td>497,638</td> <td>0</td> </tr> <tr> <td>2022</td> <td>486,745</td> <td>82,033</td> <td>568,778</td> <td>0</td> </tr> </tbody> </table>	Wynn North America Water Consumption (Gallons x 1,000)					Year	Wynn Las Vegas	Encore Boston Harbor	North American Total	Water Consumption in Areas of High Stress	2018	564,320	0	564,320	0	2019	520,525	0	520,525	0	2020	395,190	51,839	447,029	0	2021	432,780	64,858	497,638	0	2022	486,745	82,033	568,778	0																				
Wynn North America Water Consumption (Gallons x 1,000)																																																									
Year	Wynn Las Vegas	Encore Boston Harbor	North American Total	Water Consumption in Areas of High Stress																																																					
2018	564,320	0	564,320	0																																																					
2019	520,525	0	520,525	0																																																					
2020	395,190	51,839	447,029	0																																																					
2021	432,780	64,858	497,638	0																																																					
2022	486,745	82,033	568,778	0																																																					

# GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																																																																					
305-1	Direct (Scope 1) GHG emissions	Wynn Resorts <a href="#">2022 ESG Report</a> ; Emissions, p. 61; We use the Environmental Protection Agency's 2023 Emission Factors for Greenhouse Gas Inventories. The calculation methodology uses 100-year GWP from the Intergovernmental Panel on Climate Change's Fourth Assessment Report.																																																																					
305-2	Energy indirect (Scope 2) GHG emissions	Wynn Resorts uses the Environmental Protection Agency's definition of Scope 1 Emissions: Direct emissions from sources owned or controlled by the Agency. Wynn Resorts uses the Environmental Protection Agency's definition of Scope 2 Emissions: Emissions that result from the generation of electricity, heat, or steam purchased by the Agency from a Utility provider.  <table border="1"> <thead> <tr> <th colspan="10">Wynn North America Carbon Dioxide Emissions (Metric Tons CO2)</th> </tr> <tr> <th rowspan="2">Property</th> <th colspan="3">Scope 1 Emissions</th> <th colspan="3">Scope 2 Emissions</th> <th colspan="3">Total Emissions</th> </tr> <tr> <th>2020</th> <th>2021</th> <th>2022</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Wynn Las Vegas</td> <td>151,151</td> <td>327,709</td> <td>296,699</td> <td>66,621</td> <td>67,632</td> <td>38,843</td> <td>217,772</td> <td>395,341</td> <td>335,542</td> </tr> <tr> <td>Encore Boston Harbor</td> <td>3,894</td> <td>13,824</td> <td>13,892</td> <td>2,951</td> <td>0</td> <td>752</td> <td>6,845</td> <td>13,824</td> <td>14,644</td> </tr> <tr> <td>Wynn Sports Interactive</td> <td>0</td> <td>19</td> <td>15</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>19</td> <td>15</td> </tr> <tr> <td>North America Total</td> <td>155,045</td> <td>341,552</td> <td>310,606</td> <td>69,572</td> <td>67,632</td> <td>39,595</td> <td>224,617</td> <td>409,184</td> <td>350,201</td> </tr> </tbody> </table>	Wynn North America Carbon Dioxide Emissions (Metric Tons CO2)										Property	Scope 1 Emissions			Scope 2 Emissions			Total Emissions			2020	2021	2022	2020	2021	2022	2020	2021	2022	Wynn Las Vegas	151,151	327,709	296,699	66,621	67,632	38,843	217,772	395,341	335,542	Encore Boston Harbor	3,894	13,824	13,892	2,951	0	752	6,845	13,824	14,644	Wynn Sports Interactive	0	19	15	0	0	0	0	19	15	North America Total	155,045	341,552	310,606	69,572	67,632	39,595	224,617	409,184	350,201
Wynn North America Carbon Dioxide Emissions (Metric Tons CO2)																																																																							
Property	Scope 1 Emissions			Scope 2 Emissions			Total Emissions																																																																
	2020	2021	2022	2020	2021	2022	2020	2021	2022																																																														
Wynn Las Vegas	151,151	327,709	296,699	66,621	67,632	38,843	217,772	395,341	335,542																																																														
Encore Boston Harbor	3,894	13,824	13,892	2,951	0	752	6,845	13,824	14,644																																																														
Wynn Sports Interactive	0	19	15	0	0	0	0	19	15																																																														
North America Total	155,045	341,552	310,606	69,572	67,632	39,595	224,617	409,184	350,201																																																														
305-4	GHG emissions intensity	Wynn Resorts <a href="#">2022 ESG Report</a> ; Emissions, p. 61; Our CO2 Emissions Intensity Ratio includes Scope 1 and 2 Emissions and is calculated using operation area as a denominator.  <table border="1"> <thead> <tr> <th colspan="3">2022 Wynn North America Carbon Dioxide Emissions Intensity</th> </tr> <tr> <th>Property</th> <th>Emissions Intensity Ratio</th> <th>Organization-Specific Denominator</th> </tr> </thead> <tbody> <tr> <td>Wynn Las Vegas</td> <td>0.019</td> <td>17,725,219 sqft</td> </tr> <tr> <td>Encore Boston Harbor</td> <td>0.005</td> <td>3,112,153 sqft</td> </tr> </tbody> </table>	2022 Wynn North America Carbon Dioxide Emissions Intensity			Property	Emissions Intensity Ratio	Organization-Specific Denominator	Wynn Las Vegas	0.019	17,725,219 sqft	Encore Boston Harbor	0.005	3,112,153 sqft																																																									
2022 Wynn North America Carbon Dioxide Emissions Intensity																																																																							
Property	Emissions Intensity Ratio	Organization-Specific Denominator																																																																					
Wynn Las Vegas	0.019	17,725,219 sqft																																																																					
Encore Boston Harbor	0.005	3,112,153 sqft																																																																					

# GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																																																																							
306-2	Management of significant waste-related impacts	Wynn Resorts <a href="#">2022 ESG Report</a> ; Waste, p. 65;																																																																							
306-3	Waste generated	<table border="1"> <thead> <tr> <th colspan="3">2022 Wynn North America Waste and Diversion (Tons)</th> </tr> <tr> <th>Total Waste Weight</th> <th>Encore Boston Harbor</th> <th>Wynn Las Vegas</th> </tr> </thead> <tbody> <tr> <td><b>Rate of Diversion From Landfill</b></td> <td>3,739.81</td> <td>25,160.37</td> </tr> <tr> <td><b>Total Diverted</b></td> <td>90%</td> <td>35%</td> </tr> <tr> <td rowspan="3"><b>Total Hazardous Diverted</b></td> <td>Recycle</td> <td>355.98</td> <td>8,870.08</td> </tr> <tr> <td>Reuse</td> <td>0</td> <td>1,303.02</td> </tr> <tr> <td>Other</td> <td>0</td> <td>0</td> </tr> <tr> <td rowspan="4"><b>Total Non-Hazardous Diverted</b></td> <td>Recycle</td> <td>355.98</td> <td>3,502.31</td> </tr> <tr> <td>Reuse</td> <td>0</td> <td>195</td> </tr> <tr> <td>Compost</td> <td>0</td> <td>4,062.80</td> </tr> <tr> <td>Donate</td> <td>0</td> <td>0</td> </tr> <tr> <td colspan="2"><b>Total Disposed</b></td> <td><b>3,383.83</b></td> <td><b>16,290.29</b></td> </tr> <tr> <td rowspan="3"><b>Total Non-Hazardous Diverted</b></td> <td>Incineration</td> <td>0</td> <td>0</td> </tr> <tr> <td>Landfill</td> <td>0</td> <td>0</td> </tr> <tr> <td>Energy Recovery</td> <td>0</td> <td>0</td> </tr> <tr> <td rowspan="3"><b>Total Non-Hazardous Disposed</b></td> <td>Incineration</td> <td>0</td> <td>0</td> </tr> <tr> <td>Landfill</td> <td>361.5</td> <td>16,290.29</td> </tr> <tr> <td>Energy Recovery</td> <td>3,022.33</td> <td>0</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="2">Soap Recycled by Wynn Resorts in North America in partnership with Clean the World (lbs)</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>11,086</td> </tr> <tr> <td>2019</td> <td>9,890</td> </tr> <tr> <td>2020</td> <td>4,123</td> </tr> <tr> <td>2021</td> <td>7,851</td> </tr> <tr> <td>2022</td> <td>7,644</td> </tr> </tbody> </table>	2022 Wynn North America Waste and Diversion (Tons)			Total Waste Weight	Encore Boston Harbor	Wynn Las Vegas	<b>Rate of Diversion From Landfill</b>	3,739.81	25,160.37	<b>Total Diverted</b>	90%	35%	<b>Total Hazardous Diverted</b>	Recycle	355.98	8,870.08	Reuse	0	1,303.02	Other	0	0	<b>Total Non-Hazardous Diverted</b>	Recycle	355.98	3,502.31	Reuse	0	195	Compost	0	4,062.80	Donate	0	0	<b>Total Disposed</b>		<b>3,383.83</b>	<b>16,290.29</b>	<b>Total Non-Hazardous Diverted</b>	Incineration	0	0	Landfill	0	0	Energy Recovery	0	0	<b>Total Non-Hazardous Disposed</b>	Incineration	0	0	Landfill	361.5	16,290.29	Energy Recovery	3,022.33	0	Soap Recycled by Wynn Resorts in North America in partnership with Clean the World (lbs)		2018	11,086	2019	9,890	2020	4,123	2021	7,851	2022	7,644
2022 Wynn North America Waste and Diversion (Tons)																																																																									
Total Waste Weight	Encore Boston Harbor		Wynn Las Vegas																																																																						
<b>Rate of Diversion From Landfill</b>	3,739.81		25,160.37																																																																						
<b>Total Diverted</b>	90%		35%																																																																						
<b>Total Hazardous Diverted</b>	Recycle		355.98	8,870.08																																																																					
	Reuse		0	1,303.02																																																																					
	Other		0	0																																																																					
<b>Total Non-Hazardous Diverted</b>	Recycle		355.98	3,502.31																																																																					
	Reuse		0	195																																																																					
	Compost	0	4,062.80																																																																						
	Donate	0	0																																																																						
<b>Total Disposed</b>		<b>3,383.83</b>	<b>16,290.29</b>																																																																						
<b>Total Non-Hazardous Diverted</b>	Incineration	0	0																																																																						
	Landfill	0	0																																																																						
	Energy Recovery	0	0																																																																						
<b>Total Non-Hazardous Disposed</b>	Incineration	0	0																																																																						
	Landfill	361.5	16,290.29																																																																						
	Energy Recovery	3,022.33	0																																																																						
Soap Recycled by Wynn Resorts in North America in partnership with Clean the World (lbs)																																																																									
2018	11,086																																																																								
2019	9,890																																																																								
2020	4,123																																																																								
2021	7,851																																																																								
2022	7,644																																																																								
306-4	Waste diverted from disposal																																																																								
306-5	Waste directed to disposal																																																																								
401-1	New employee hires and employee turnover	Wynn Resorts <a href="#">2022 ESG Report</a> ; Wynn North America Workforce Highlights, p. 33;																																																																							
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Wynn Resorts <a href="#">2022 ESG Report</a> ; Employee Benefits, p. 37;																																																																							



# GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																																																				
403-1	Occupational health and safety management system	<p><b>Workplace Safety Program</b></p> <p>Wynn has established a Workplace Safety Program that manages the safety and health of all employees and guests at our North American properties. This program includes extensive mandatory employee safety training, hazard identification and control, accident reporting and corrective action, accident prevention strategies, and employee committee programs to educate on safe workplace practices. This program meets or exceeds the values and practices included in the ISO45001 standard. (The ISO45001 standard has replaced the recently withdrawn BS OHSAS 18001 standard.) Utilizing safety education and accountability, our goal is to consistently improve human safety, reduce property losses, and maintain a stellar reputation with our stakeholders.</p> <p>To uphold employee and guest safety, Wynn Resorts commits to:</p> <ul style="list-style-type: none"> <li>• Provide a workplace free from unsafe conditions and recognized hazards.</li> <li>• Comply with the federal and state Occupational Safety and Health Standards and Regulations, state and local ordinances, and manufacturer guidelines.</li> <li>• Administer and enforce occupational safety and health programs.</li> <li>• Provide proper training in the safe use of equipment and machinery, personal protective equipment, hazard recognition, and emergency procedures.</li> <li>• Inform all Employees of the safety rules, regulations, and standards for their respective duties.</li> </ul>																																																				
403-9	Work-related injuries	<table border="1"> <thead> <tr> <th colspan="4">Wynn Las Vegas OSHA Employee Work-Related Injury</th> </tr> <tr> <th>Work-Related Injury</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Recordable injuries not resulting in restrictions or lost time</td> <td>46</td> <td>96</td> <td>68</td> </tr> <tr> <td>Recordable injuries resulting in restricted work or transfer to another job</td> <td>33</td> <td>80</td> <td>125</td> </tr> <tr> <td>Recordable injuries resulting in lost time</td> <td>85</td> <td>133</td> <td>139</td> </tr> <tr> <td>Total number of deaths</td> <td>0</td> <td>2</td> <td>0</td> </tr> <tr> <td>Total OSHA recordable injuries</td> <td>164</td> <td>311</td> <td>332</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="4">Encore Boston Harbor OSHA Employee Work-Related Injury</th> </tr> <tr> <th>Work-Related Injury</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Recordable injuries not resulting in restrictions or lost time</td> <td>10</td> <td>3</td> <td>7</td> </tr> <tr> <td>Recordable injuries resulting in restricted work or transfer to another job</td> <td>1</td> <td>0</td> <td>0</td> </tr> <tr> <td>Recordable injuries resulting in lost time</td> <td>42</td> <td>46</td> <td>56</td> </tr> <tr> <td>Total OSHA recordable injuries</td> <td>53</td> <td>49</td> <td>56</td> </tr> </tbody> </table>	Wynn Las Vegas OSHA Employee Work-Related Injury				Work-Related Injury	2020	2021	2022	Recordable injuries not resulting in restrictions or lost time	46	96	68	Recordable injuries resulting in restricted work or transfer to another job	33	80	125	Recordable injuries resulting in lost time	85	133	139	Total number of deaths	0	2	0	Total OSHA recordable injuries	164	311	332	Encore Boston Harbor OSHA Employee Work-Related Injury				Work-Related Injury	2020	2021	2022	Recordable injuries not resulting in restrictions or lost time	10	3	7	Recordable injuries resulting in restricted work or transfer to another job	1	0	0	Recordable injuries resulting in lost time	42	46	56	Total OSHA recordable injuries	53	49	56
Wynn Las Vegas OSHA Employee Work-Related Injury																																																						
Work-Related Injury	2020	2021	2022																																																			
Recordable injuries not resulting in restrictions or lost time	46	96	68																																																			
Recordable injuries resulting in restricted work or transfer to another job	33	80	125																																																			
Recordable injuries resulting in lost time	85	133	139																																																			
Total number of deaths	0	2	0																																																			
Total OSHA recordable injuries	164	311	332																																																			
Encore Boston Harbor OSHA Employee Work-Related Injury																																																						
Work-Related Injury	2020	2021	2022																																																			
Recordable injuries not resulting in restrictions or lost time	10	3	7																																																			
Recordable injuries resulting in restricted work or transfer to another job	1	0	0																																																			
Recordable injuries resulting in lost time	42	46	56																																																			
Total OSHA recordable injuries	53	49	56																																																			
404-1	Average hours of training per year per employee	Wynn Resorts <a href="#">2022 ESG Report</a> : Employee Training, p. 39; Workforce Development, p. 41; Wynn employees in North America received a total of 85,180+ hours of training in 2022.																																																				
404-2	Programs for upgrading employee skills and transition assistance programs	Wynn Resorts <a href="#">2022 ESG Report</a> : Diversity and Inclusion, p. 34; Employee Benefits, p. 37; Employee Training, p. 39; Workforce Development, p. 41; Human Trafficking Prevention Policy, p. 26;																																																				

# GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																																																																																			
405-1	Diversity of governance bodies and employees	<p>Wynn Resorts <a href="#">2022 ESG Report</a>: Diversity and Inclusion, p. 34;</p> <table border="1" data-bbox="639 509 1382 731"> <thead> <tr> <th colspan="3">2022 Wynn North America Gender at Levels of Leadership</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Leadership</td> <td>Male</td> <td>63%</td> </tr> <tr> <td>Female</td> <td>37%</td> </tr> <tr> <td rowspan="2">Manager</td> <td>Male</td> <td>56%</td> </tr> <tr> <td>Female</td> <td>44%</td> </tr> <tr> <td rowspan="2">Line Level</td> <td>Male</td> <td>53%</td> </tr> <tr> <td>Female</td> <td>47%</td> </tr> </tbody> </table> <table border="1" data-bbox="639 754 1382 878"> <thead> <tr> <th colspan="2">2022 Wynn North America Employee Age Distribution</th> </tr> </thead> <tbody> <tr> <td>Under 30</td> <td>18%</td> </tr> <tr> <td>30-50</td> <td>50%</td> </tr> <tr> <td>Over 50</td> <td>32%</td> </tr> </tbody> </table> <table border="1" data-bbox="639 917 1382 1738"> <thead> <tr> <th colspan="3">2022 Wynn North America Ethnic Diversity at Levels of Leadership</th> </tr> <tr> <th></th> <th>Ethnicity</th> <th>Percentage of Employees in Tier</th> </tr> </thead> <tbody> <tr> <td rowspan="8">Leadership</td> <td>2 or More</td> <td>4.0%</td> </tr> <tr> <td>American Indian</td> <td>0.5%</td> </tr> <tr> <td>Asian</td> <td>14.0%</td> </tr> <tr> <td>Black</td> <td>4.5%</td> </tr> <tr> <td>Hawaiian</td> <td>1.0%</td> </tr> <tr> <td>Hispanic</td> <td>6.0%</td> </tr> <tr> <td>White</td> <td>69.0%</td> </tr> <tr> <td>Other/declined</td> <td>1.0%</td> </tr> <tr> <td rowspan="8">Manager</td> <td>2 or More</td> <td>4.0%</td> </tr> <tr> <td>American Indian</td> <td>0.5%</td> </tr> <tr> <td>Asian</td> <td>21.0%</td> </tr> <tr> <td>Black</td> <td>7.0%</td> </tr> <tr> <td>Hawaiian</td> <td>1.5%</td> </tr> <tr> <td>Hispanic</td> <td>22.0%</td> </tr> <tr> <td>White</td> <td>41.0%</td> </tr> <tr> <td>Other/declined</td> <td>3.0%</td> </tr> <tr> <td rowspan="8">Line Level</td> <td>2 or More</td> <td>4.0%</td> </tr> <tr> <td>American Indian</td> <td>0.5%</td> </tr> <tr> <td>Asian</td> <td>22.0%</td> </tr> <tr> <td>Black</td> <td>9.0%</td> </tr> <tr> <td>Hawaiian</td> <td>1.5%</td> </tr> <tr> <td>Hispanic</td> <td>34.5%</td> </tr> <tr> <td>White</td> <td>23.5%</td> </tr> <tr> <td>Other/declined</td> <td>5.0%</td> </tr> </tbody> </table>	2022 Wynn North America Gender at Levels of Leadership			Leadership	Male	63%	Female	37%	Manager	Male	56%	Female	44%	Line Level	Male	53%	Female	47%	2022 Wynn North America Employee Age Distribution		Under 30	18%	30-50	50%	Over 50	32%	2022 Wynn North America Ethnic Diversity at Levels of Leadership				Ethnicity	Percentage of Employees in Tier	Leadership	2 or More	4.0%	American Indian	0.5%	Asian	14.0%	Black	4.5%	Hawaiian	1.0%	Hispanic	6.0%	White	69.0%	Other/declined	1.0%	Manager	2 or More	4.0%	American Indian	0.5%	Asian	21.0%	Black	7.0%	Hawaiian	1.5%	Hispanic	22.0%	White	41.0%	Other/declined	3.0%	Line Level	2 or More	4.0%	American Indian	0.5%	Asian	22.0%	Black	9.0%	Hawaiian	1.5%	Hispanic	34.5%	White	23.5%	Other/declined	5.0%
2022 Wynn North America Gender at Levels of Leadership																																																																																					
Leadership	Male	63%																																																																																			
	Female	37%																																																																																			
Manager	Male	56%																																																																																			
	Female	44%																																																																																			
Line Level	Male	53%																																																																																			
	Female	47%																																																																																			
2022 Wynn North America Employee Age Distribution																																																																																					
Under 30	18%																																																																																				
30-50	50%																																																																																				
Over 50	32%																																																																																				
2022 Wynn North America Ethnic Diversity at Levels of Leadership																																																																																					
	Ethnicity	Percentage of Employees in Tier																																																																																			
Leadership	2 or More	4.0%																																																																																			
	American Indian	0.5%																																																																																			
	Asian	14.0%																																																																																			
	Black	4.5%																																																																																			
	Hawaiian	1.0%																																																																																			
	Hispanic	6.0%																																																																																			
	White	69.0%																																																																																			
	Other/declined	1.0%																																																																																			
Manager	2 or More	4.0%																																																																																			
	American Indian	0.5%																																																																																			
	Asian	21.0%																																																																																			
	Black	7.0%																																																																																			
	Hawaiian	1.5%																																																																																			
	Hispanic	22.0%																																																																																			
	White	41.0%																																																																																			
	Other/declined	3.0%																																																																																			
Line Level	2 or More	4.0%																																																																																			
	American Indian	0.5%																																																																																			
	Asian	22.0%																																																																																			
	Black	9.0%																																																																																			
	Hawaiian	1.5%																																																																																			
	Hispanic	34.5%																																																																																			
	White	23.5%																																																																																			
	Other/declined	5.0%																																																																																			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Wynn Resorts <a href="#">2022 ESG Report</a> : Human Rights, p. 24;																																																																																			

# GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
410-1	Security personnel trained in human rights policies or procedures	<p>Wynn Resorts <a href="#">2022 ESG Report</a>; Human Trafficking Prevention Policy, p. 26;</p> <p><b>Workplace Security Program</b></p> <p>Guest safety and workplace security are essential to our services provided at our North American properties. Our security departments consist of multiple sections that form a layered system responsible for the deterrence, detection, and response to any threat at our resorts. The security departments have specialized teams dedicated to crisis management, tactical response, K9, and a full complement of security officers. The security departments also use weapon detection equipment as a preventative measure on our properties.</p> <p>At Wynn Las Vegas, the corporate investigation team liaises with external law enforcement agencies regarding events involving our resorts and employees. Additionally, the Las Vegas Metropolitan Police Department is present at Wynn and Encore Las Vegas during all major special events. At Encore Boston Harbor, state and local law enforcement maintain a presence 24/7/365.</p> <p>Wynn Resorts enforces a strict no-weapons policy at our properties. Security personnel are trained on all written policies and procedures upon hiring, including regular drills for emergency evacuations, emergency communications systems, and critical incidents. Behind every procedure and policy are the foundational laws that uphold human rights and civil rights. All internal policy and training include local laws, lawful detention, and term of detention.</p> <p>Our resorts were designed to exceed fire safety standards required by building code. Staffed by 24/7 personnel, a centralized fire command system monitors the status of every smoke alarm and sprinkler at the resorts. Surveillance systems monitor all guest areas, including gaming. To ensure safety through the possibility of natural disasters, our Business Continuity and Emergency Response Plans ensure a rapid return to business operations following natural or manmade disasters and disturbance events such as earthquakes or flooding.</p> <p>To empower employees to promote security in the workplace, year-round educational security campaigns take place around employee workspaces. Educational trainings include “See Something, Say Something,” Human Trafficking Prevention Awareness Training, and Health and Safety Guidance. We conduct security and safety briefings prior to all major holidays and significant major events. These briefings include a cross section of every department on each property. Employees also can communicate directly with security officers at any time through various communication channels.</p> <p>Our surveillance department is responsible for observing and reporting activity viewed through the closed-circuit television (CCTV) camera system and live casino observation. This department performs detailed observations and monitors the integrity of all gaming areas by using various software programs to prepare evaluations, procedural audits and concise reports. Surveillance is also responsible for protecting assets through monitoring patrons and gaming employees for any cheating, fraud and suspicious activity and then reporting activity to proper authority.</p> <p>Surveillance also ensures the adherence to the Wynn System of Internal Controls and the corporate compliance Anti-Money Laundering program and reports violations and/or suspicious activity. In addition, Surveillance is responsible for observing and reporting suspicious activity and/or suspected fraud for point-of-sale locations that include food and beverage locations as well as various retail outlets.</p> <p>There is an extensive training and education program for both operations as well as for the technical division. In addition to operations, the technical division is responsible for maintaining the overall CCTV system that incorporates various applications and new technology. <b>(Continued)</b></p>

# GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
410-1	Security personnel trained in human rights policies or procedures	<p><b>(Continued)</b></p> <p><b>Personal Safety Button Program</b></p> <p>We take the safety and security of our employees seriously and use technology to create a more secure and safe environment at our resorts. The safety button is a personal alert device provided to employees in designated operations as a tool to alert Wynn Security of unexpected urgent threats affecting the safety of employees and/or guests. The safety buttons provide efficient location services to security teams should critical response situations arise, such as medical emergencies, altercations, or inappropriate guest conduct. These buttons provide an additional layer of safety to guest-facing and lone employees while providing outstanding guest service across a number of departments, including housekeeping, spa, and in-room guest services. Since the launch of this program at Wynn Las Vegas and Encore Boston Harbor in 2019, all employees with safety buttons are required to complete training on their use and purpose. Procedural training is required for security personnel on response procedures.</p>
415-1	Political Contributions	Wynn Resorts <a href="#">2022 ESG Report</a> : Political Activity, p. 29;
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p><b>Data Protection and Information Security</b></p> <p>Information is one of our most valuable company assets, and protecting it from misuse, loss, or theft is a high priority at Wynn Resorts. Our policy on data protection is <a href="#">published on our website</a> to inform customers of user consent, the purpose of data collection, minimization efforts, and access to correct or modify the information collected. We are committed to preserving the confidentiality, accuracy, and integrity of all forms of information used by the Company and maintained on behalf of customers. The Company also commits to collecting customer data only when it is necessary to complete business functions, ensuring data is never sold or released to any outside party.</p> <p>The Company's global operations are protected by a robust set of controls and safeguards to offset possible threats that could result in compromise, reputational damage, or financial loss. Wynn's Information Security Program is a world-class program founded on principles and standards of ISO 270001 and NIST Cyber Security Framework. This program is strengthened by regular risk assessments and a variety of recurring audits to assess the program's maturity and effectiveness. Targets and security objectives are met through structured departmental responsibilities, physical safeguards, technical safeguards, and incident management capabilities. We established this program to protect the information related to our operations, employees, guests, and business partners.</p> <p>The Company's goal is to protect information across all its forms, including electronic data, paper documents, and the spoken word. Our global workforce supports the Company's data security goals throughout all operations. The Company requires annual information security education for all employees, to uphold data security policies, information management standards, and threat awareness. Additionally, Wynn's Information Security specialists receive advanced training for their function and responsibilities of maintaining the Information Security Program. To date, there have been zero substantiated complaints of breaches resulting from a compromise of customer privacy or data.</p>



*Wynn*<sup>®</sup>  
RESORTS

3131 LAS VEGAS BLVD, SOUTH  
LAS VEGAS, NV 89109