

# *GRI* Disclosure



GRI DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																																										
GRI 102-1	Name of the organization	Wynn Resorts, Limited (“Wynn Resorts,” or together with its subsidiaries, “we” or the “Company”)																																										
GRI 102-2	Activities, brands, products, and services	<a href="#">Wynn Resorts 10-K</a> : Item 1 - Business, p. 3; <a href="#">Wynn Resorts website</a>																																										
GRI 102-3	Location of headquarters	3131 Las Vegas Boulevard South, Las Vegas, Nevada, United States																																										
GRI 102-4	Location of operations	Wynn Resorts 2019 ESG Report: <a href="#">Property Descriptions, p. 11</a> ;																																										
GRI 102-5	Ownership and legal form	Wynn Resorts is a publicly traded company incorporated in the United States. Wynn Resorts <a href="#">Articles of Incorporation</a>																																										
GRI 102-6	Markets served	<a href="#">Wynn Resorts 10-K</a> : Item 1 - Business, p. 5;																																										
GRI 102-7	Scale of the organization	<a href="#">Wynn Resorts 10-K</a> : Item 1 - Business (Employees), p. 15; Notes to Consolidated Financial Statements, p. 66; Consolidated Balance Sheets, p. 61; Note 19 - Segment Information, p. 106;																																										
GRI 102-8	Information on employees and other workers	<p>Wynn Resorts 2019 Employee Contracts</p> <table border="1"> <thead> <tr> <th>EMPLOYEE CONTRACT</th> <th colspan="2">WYNN NORTH AMERICA</th> <th colspan="2">WYNN MACAU LIMITED</th> <th colspan="2">COMPANY TOTAL</th> </tr> <tr> <td></td> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Full-Time</td> <td>5,268</td> <td>6,335</td> <td>6,934</td> <td>6,809</td> <td>12,202</td> <td>13,144</td> </tr> <tr> <td>Part-Time</td> <td>2,264</td> <td>2,439</td> <td>0</td> <td>0</td> <td>2,264</td> <td>2,439</td> </tr> <tr> <td>Permanent</td> <td>7,408</td> <td>8,570</td> <td>6,934</td> <td>6,809</td> <td>14,342</td> <td>15,379</td> </tr> <tr> <td>Temporary</td> <td>124</td> <td>204</td> <td>0</td> <td>0</td> <td>124</td> <td>204</td> </tr> </tbody> </table>	EMPLOYEE CONTRACT	WYNN NORTH AMERICA		WYNN MACAU LIMITED		COMPANY TOTAL			Male	Female	Male	Female	Male	Female	Full-Time	5,268	6,335	6,934	6,809	12,202	13,144	Part-Time	2,264	2,439	0	0	2,264	2,439	Permanent	7,408	8,570	6,934	6,809	14,342	15,379	Temporary	124	204	0	0	124	204
EMPLOYEE CONTRACT	WYNN NORTH AMERICA		WYNN MACAU LIMITED		COMPANY TOTAL																																							
	Male	Female	Male	Female	Male	Female																																						
Full-Time	5,268	6,335	6,934	6,809	12,202	13,144																																						
Part-Time	2,264	2,439	0	0	2,264	2,439																																						
Permanent	7,408	8,570	6,934	6,809	14,342	15,379																																						
Temporary	124	204	0	0	124	204																																						
GRI 102-9	Supply chain	<p>Supply Chain Policy</p> <p>Wynn Resorts recognizes the vital contributions of Minority-owned and Women-owned Business Enterprises (MWBEs) to the economies of the nation, the state, and the community, as well as our Company. Our supplier diversity policy objectives are:</p> <ul style="list-style-type: none"> <li>• Actively and routinely seek out qualified MWBEs that can provide high-quality commodities and services in a competitive market.</li> <li>• Encourage major suppliers to Wynn Resorts who are not MWBEs to support diversity in their operations.</li> <li>• Seek opportunities to support the development and competitiveness of MWBEs through instruction, mentoring, and other outreach activities.</li> </ul>																																										
GRI 102-10	Significant changes to the organization and its supply chain	<a href="#">Wynn Resorts 10-K</a> : Item 1A - Risk Factors, p. 17;																																										
GRI 102-11	Precautionary Principle or approach	<a href="#">Wynn Resorts 10-K</a> : Item 1A - Risk Factors, p. 17;																																										

GRI DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
GRI 102-12	External initiatives	<a href="#">U.S. Green Building Council - Leadership in Energy and Environmental Design (LEED)</a> <a href="#">Green Building Initiative - Green Globes Certification</a> American Gaming Association - <a href="#">Code of Conduct for Responsible Gaming</a> <a href="#">CEO Action for Diversity &amp; Inclusion</a>
GRI 102-14	Statement from senior decision-maker	Wynn Resorts 2019 ESG Report: <a href="#">A Message from Matt Maddox, CEO, p. 4;</a>
GRI 102-15	Key impacts, risks, and opportunities	<a href="#">Wynn Resorts 10-K</a> : Item 1A - Risk Factors, p. 17; <a href="#">Wynn Resorts Proxy Statement</a> : Board Role in Risk Oversight, p. 11; Wynn Resorts 2019 ESG Report: <a href="#">A Message from Matt Maddox, CEO, p. 4;</a>
GRI 102-16	Values, principles, standards, and norms of behavior	Wynn Resorts <a href="#">Code of Business Conduct and Ethics</a>
GRI 102-17	Mechanisms for advice and concerns about ethics	<a href="#">Wynn Resorts Proxy Statement</a> : Board Communication and Engagement, p. 12; Wynn Resorts <a href="#">Code of Business Conduct and Ethics</a>
GRI 102-18	Governance structure	<a href="#">Wynn Resorts Proxy Statement</a> : Director Biographies and Board Committees, p. 3;
GRI 102-19	Delegating authority	<a href="#">Wynn Resorts Proxy Statement</a> : Board Committees, p. 8;
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	Our Board of Directors directly supports our sustainability initiatives by prioritizing ESG goals to drive long-term corporate value. This past year, the Board committed to continuing its investment in each of these (environmental, social, governance) areas and adopted certain Sustainability Accounting Standards Board (“SASB”) metrics to measure our progress in meeting our ESG goals.
GRI 102-22	Composition of the highest governance body and its committees	<a href="#">Wynn Resorts Proxy Statement</a> : Board Committees, p. 8;
GRI 102-23	Chair of the highest governance body	<a href="#">Wynn Resorts Proxy Statement</a> : Board Biographies, p. 3;

GRI DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT						
GRI 102-24	Nominating and selecting the highest governance body	<a href="#">Wynn Resorts Proxy Statement</a> : Nominating and Corporate Governance Committee, p. 10;						
GRI 102-25	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. 10;						
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	Wynn Resorts <a href="#">Corporate Governance Guidelines</a>						
GRI 102-28	Evaluating the highest governance body's performance	<a href="#">Wynn Resorts Proxy Statement</a> : Nominating and Corporate Governance Committee, p. 10;						
GRI 102-29	Identifying and managing economic, environmental, and social impacts	<a href="#">Wynn Resorts Proxy Statement</a> : Board Role in Risk Oversight, p. 11;						
GRI 102-30	Effectiveness of risk management processes	<a href="#">Wynn Resorts Proxy Statement</a> : Nominating and Corporate Governance Committee, p. 10;						
GRI 102-31	Review of economic, environmental, and social topics	<a href="#">Wynn Resorts Proxy Statement</a> : Nominating and Corporate Governance Committee, p. 10;						
GRI 102-32	Highest governance body's role in sustainability reporting	Wynn Resorts 2019 ESG Report has been reviewed by Wynn Resorts' CEO.						
GRI 102-33	Communicating critical concerns	Wynn Resorts <a href="#">Code of Business Conduct and Ethics</a> <a href="#">Wynn Resorts Proxy Statement</a> : Board Communication and Engagement, p. 12;						
GRI 102-35	Remuneration policies	<a href="#">Wynn Resorts Proxy Statement</a> : Compensation Discussion and Analysis, p. 33; <a href="#">Wynn Resorts 10-K</a> : Item 11 - Executive Compensation, p. 112;						
GRI 102-36	Process for determining remuneration	<a href="#">Wynn Resorts Proxy Statement</a> : Compensation Committee, p. 8; How We Approach Executive Compensation, p. 35;						
GRI 102-41	Collective bargaining agreements	Percentage of Wynn Resorts Employees in Collective Bargaining Agreements <table border="1" style="margin-left: auto; margin-right: auto;"> <tbody> <tr> <td>Wynn North America</td> <td>34%</td> </tr> <tr> <td>Wynn Macau Limited</td> <td>0%</td> </tr> <tr> <td>Company Total</td> <td>18%</td> </tr> </tbody> </table>	Wynn North America	34%	Wynn Macau Limited	0%	Company Total	18%
Wynn North America	34%							
Wynn Macau Limited	0%							
Company Total	18%							

GRI DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
GRI 102-42	Identifying and selecting stakeholders	<a href="#">Wynn Resorts Proxy Statement</a> : Board Communication and Engagement, p. 12;
GRI 102-45	Entities included in the consolidated financial statements	<a href="#">Wynn Resorts 10-K</a> : Note 2 - Basis of Presentation and Significant Accounting Policies, p. 67; Exhibit 21.1 - Subsidiaries of Wynn Resorts, Limited, p. 282;
GRI 102-50	Reporting period	The Wynn Resorts 2019 ESG Report presents information focused primarily on activities spanning the 2019 calendar year, except where otherwise indicated.
GRI 102-51	Date of most recent report	The 2018 ESG Report was published in August 2019.
GRI 102-52	Reporting cycle	Wynn Resorts follows an annual reporting cycle.
GRI 102-53	Contact point for questions regarding the report	Erik Hansen, Chief Sustainability Officer
GRI 102-54	Claims of reporting in accordance with the GRI Standards	The 2019 ESG Report has been prepared in accordance with the GRI Standards: GRI Referenced.
GRI 102-55	GRI content index	Wynn Resorts 2019 ESG Report: <a href="#">GRI Index, p. 65</a> ;
GRI 201-1	Direct economic value generated and distributed	<a href="#">Wynn Resorts 10-K</a> : Item 8 - Financial Statements and Supplementary Data, p. 57;
GRI 201-3	Defined benefit plan obligations and other retirement plans	<a href="#">Wynn Resorts 10-K</a> : Note 10 - Benefit Plans, p. 89;
GRI 203-1	Infrastructure investments and services supported	Wynn Resorts 2019 ESG Report: <a href="#">Transformative Impact, p.29</a> ; <a href="#">Corporate Community Message, p.28</a> ; <a href="#">Life Returns to the Mystic River Shoreline, p.49</a> ;

GRI DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
GRI 205-2	Communication and training about anti-corruption policies and procedures	<p>Wynn Resorts <a href="#">Code of Business Conduct and Ethics</a>.</p> <p>We are committed to operating in accordance with the highest ethical standards. Our commitment to conducting business ethically starts with our Board and our Independent Compliance Committee, who oversee and promote compliance with our Code of Business Conduct and Ethics, our Compliance Plan, and our Anti-Corruption Policy.</p> <p>Our Anti-Corruption Policy, which applies to Wynn Resorts and all our affiliates and subsidiaries, 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 Chief Global Compliance Officer. The Chief Global Compliance Officer, who reports to the independent Compliance Committee, is responsible for the Company's compliance with the Anti-Corruption Policy.</p> <p>As part of our commitment to ethics, we require all Senior Leadership, Board Members, and Executives to receive biannual training on our anti-corruption policies. Additionally, all new employees are required to acknowledge understanding the Company's Code of Business Conduct and Ethics.</p> <p>Our Code of Business Conduct and Ethics provides that political contributions (either directly or through our political action committee) may only be made with the review and approval of our Global Chief Compliance Officer. Proposed political contributions are subject to an internal control process, designed to confirm compliance with all applicable laws, including contribution limits, and to confirm that all political contributions are to promote our business interests. The Company's Government Affairs Department provides a quarterly report to the Compliance Officer summarizing all political contributions made by the Company in the prior quarter. For more information, please see our <a href="#">Political Contributions Policy</a>.</p>
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<p><a href="#">Wynn Resorts 10-K</a>: Note 17 - Commitments and Contingencies, p. 102;</p>

GRI DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																																																																																																		
GRI 302-1	Energy consumption within the organization	<p>Wynn Resorts 2019 ESG Report: <a href="#">Wynn North America Environmental Data, p.56</a>;</p> <p>Wynn Las Vegas Power Consumption by Energy Type</p> <table border="1"> <thead> <tr> <th>WYNN LAS VEGAS</th> <th colspan="2">NON-RENEWABLE ENERGY</th> <th colspan="2">RENEWABLE ENERGY</th> <th colspan="2">WLTV TOTAL CONSUMED</th> </tr> <tr> <th>Year</th> <th>(MWh)</th> <th>(Gigajoules)</th> <th>(MWh)</th> <th>(Gigajoules)</th> <th>(MWh)</th> <th>(Gigajoules)</th> </tr> </thead> <tbody> <tr> <td>2015</td> <td>195,944</td> <td>705,400</td> <td></td> <td></td> <td>195,944</td> <td>705,400</td> </tr> <tr> <td>2016</td> <td>191,815</td> <td>690,534</td> <td></td> <td></td> <td>191,815</td> <td>690,534</td> </tr> <tr> <td>2017</td> <td>181,086</td> <td>651,912</td> <td></td> <td></td> <td>181,086</td> <td>651,912</td> </tr> <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>148,728</td> <td>535,423</td> <td>28,554</td> <td>102,795</td> <td>177,283</td> <td>638,218</td> </tr> </tbody> </table> <p>Wynn Macau Limited Power Consumption by Property</p> <table border="1"> <thead> <tr> <th>WYNN MACAU LIMITED</th> <th colspan="2">WYNN MACAU</th> <th colspan="2">WYNN PALACE</th> <th colspan="2">WML TOTAL CONSUMED</th> </tr> <tr> <th>Year</th> <th>(MWh)</th> <th>(Gigajoules)</th> <th>(MWh)</th> <th>(Gigajoules)</th> <th>(MWh)</th> <th>(Gigajoules)</th> </tr> </thead> <tbody> <tr> <td>2015</td> <td>135,017</td> <td>486,060</td> <td></td> <td></td> <td>135,017</td> <td>486,060</td> </tr> <tr> <td>2016</td> <td>128,994</td> <td>464,379</td> <td>56,107</td> <td>201,984</td> <td>185,101</td> <td>666,363</td> </tr> <tr> <td>2017</td> <td>117,063</td> <td>421,429</td> <td>167,025</td> <td>601,292</td> <td>284,089</td> <td>1,022,720</td> </tr> <tr> <td>2018</td> <td>115,188</td> <td>414,677</td> <td>163,634</td> <td>589,082</td> <td>278,822</td> <td>1,003,759</td> </tr> <tr> <td>2019</td> <td>112,095</td> <td>403,542</td> <td>158,063</td> <td>569,028</td> <td>270,158</td> <td>972,570</td> </tr> </tbody> </table>	WYNN LAS VEGAS	NON-RENEWABLE ENERGY		RENEWABLE ENERGY		WLTV TOTAL CONSUMED		Year	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	2015	195,944	705,400			195,944	705,400	2016	191,815	690,534			191,815	690,534	2017	181,086	651,912			181,086	651,912	2018	155,918	561,305	21,189	76,281	177,107	637,586	2019	148,728	535,423	28,554	102,795	177,283	638,218	WYNN MACAU LIMITED	WYNN MACAU		WYNN PALACE		WML TOTAL CONSUMED		Year	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	2015	135,017	486,060			135,017	486,060	2016	128,994	464,379	56,107	201,984	185,101	666,363	2017	117,063	421,429	167,025	601,292	284,089	1,022,720	2018	115,188	414,677	163,634	589,082	278,822	1,003,759	2019	112,095	403,542	158,063	569,028	270,158	972,570
		WYNN LAS VEGAS	NON-RENEWABLE ENERGY		RENEWABLE ENERGY		WLTV TOTAL CONSUMED																																																																																													
Year	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)																																																																																														
2015	195,944	705,400			195,944	705,400																																																																																														
2016	191,815	690,534			191,815	690,534																																																																																														
2017	181,086	651,912			181,086	651,912																																																																																														
2018	155,918	561,305	21,189	76,281	177,107	637,586																																																																																														
2019	148,728	535,423	28,554	102,795	177,283	638,218																																																																																														
WYNN MACAU LIMITED	WYNN MACAU		WYNN PALACE		WML TOTAL CONSUMED																																																																																															
Year	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)	(MWh)	(Gigajoules)																																																																																														
2015	135,017	486,060			135,017	486,060																																																																																														
2016	128,994	464,379	56,107	201,984	185,101	666,363																																																																																														
2017	117,063	421,429	167,025	601,292	284,089	1,022,720																																																																																														
2018	115,188	414,677	163,634	589,082	278,822	1,003,759																																																																																														
2019	112,095	403,542	158,063	569,028	270,158	972,570																																																																																														
GRI 302-3	Energy intensity	<p>Wynn Resorts 2019 ESG Report: <a href="#">Wynn North America Environmental Data p.56</a>;</p> <p>Wynn Resorts Energy Use Intensity</p> <table border="1"> <thead> <tr> <th></th> <th>WYNN LAS VEGAS</th> <th>WYNN MACAU</th> <th>WYNN PALACE</th> </tr> </thead> <tbody> <tr> <td>Year</td> <td colspan="3">EUI Ratio (kBtu/SqFt)</td> </tr> <tr> <td>2015</td> <td>152</td> <td>215</td> <td>0</td> </tr> <tr> <td>2016</td> <td>147</td> <td>206</td> <td>141</td> </tr> <tr> <td>2017</td> <td>144</td> <td>187</td> <td>143</td> </tr> <tr> <td>2018</td> <td>143</td> <td>182</td> <td>142</td> </tr> <tr> <td>2019</td> <td>140</td> <td>175</td> <td>138</td> </tr> </tbody> </table>		WYNN LAS VEGAS	WYNN MACAU	WYNN PALACE	Year	EUI Ratio (kBtu/SqFt)			2015	152	215	0	2016	147	206	141	2017	144	187	143	2018	143	182	142	2019	140	175	138																																																																						
	WYNN LAS VEGAS	WYNN MACAU	WYNN PALACE																																																																																																	
Year	EUI Ratio (kBtu/SqFt)																																																																																																			
2015	152	215	0																																																																																																	
2016	147	206	141																																																																																																	
2017	144	187	143																																																																																																	
2018	143	182	142																																																																																																	
2019	140	175	138																																																																																																	

GRI DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																														
GRI 303-5	Water consumption	<p>Wynn Resorts 2019 ESG Report: <a href="#">Wynn North America Environmental Data, p.56</a>;</p> <p>Wynn Resorts Water Consumption (Gallons x 1,000)</p> <table border="1" data-bbox="654 401 1393 642"> <thead> <tr> <th>YEAR</th> <th>WYNN LAS VEGAS</th> <th>WYNN MACAU &amp; WYNN PALACE</th> <th>COMPANY TOTAL</th> <th>WATER CONSUMPTION IN AREAS OF STRESS</th> </tr> </thead> <tbody> <tr> <td>2015</td> <td>526,930</td> <td>290,720</td> <td>817,650</td> <td>0</td> </tr> <tr> <td>2016</td> <td>532,005</td> <td>407,123</td> <td>939,128</td> <td>0</td> </tr> <tr> <td>2017</td> <td>508,295</td> <td>609,815</td> <td>1,118,110</td> <td>0</td> </tr> <tr> <td>2018</td> <td>564,320</td> <td>664,290</td> <td>1,228,610</td> <td>0</td> </tr> <tr> <td>2019</td> <td>520,525</td> <td>652,896</td> <td>1,173,413</td> <td>0</td> </tr> </tbody> </table> <p>Wynn Resorts 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 for water use intensity. At all our resorts, we take steps to utilize technology that uses water more efficiently. We collect soil moisture measurements daily with a digital moisture meter, which feeds into a smart meteorological system that disperses water based on precipitation, temperature, and other specific weather conditions. Evaporation and runoff are also minimized through our precise drip irrigation systems.</p> <p>The availability of water as a resource varies among the regions of our resort operations. We assess water risk using the World Resource Institute Water Stress Map. In regions where an increased level of risk is identified, we prioritize specialized measures to responsibly allocate our water use by investing in water-smart facility machinery, integrating weather monitoring, expanding water recycling opportunities, and reducing external water intake. More information on our programs is available in <a href="#">Life Returns to the Mystic Shoreline, p. 49</a> and <a href="#">Cultivating a Green Resort, p. 54</a>.</p> <p><b>WYNN RESORTS REGIONAL WATER RISK ASSESSMENT 2019:</b>            Macau: Low - Medium (10-20%)            Boston/Everett: Medium - High (20-40%)            Las Vegas: Low (&lt;10%)  <i>Source: World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas</i></p>	YEAR	WYNN LAS VEGAS	WYNN MACAU & WYNN PALACE	COMPANY TOTAL	WATER CONSUMPTION IN AREAS OF STRESS	2015	526,930	290,720	817,650	0	2016	532,005	407,123	939,128	0	2017	508,295	609,815	1,118,110	0	2018	564,320	664,290	1,228,610	0	2019	520,525	652,896	1,173,413	0
YEAR	WYNN LAS VEGAS	WYNN MACAU & WYNN PALACE	COMPANY TOTAL	WATER CONSUMPTION IN AREAS OF STRESS																												
2015	526,930	290,720	817,650	0																												
2016	532,005	407,123	939,128	0																												
2017	508,295	609,815	1,118,110	0																												
2018	564,320	664,290	1,228,610	0																												
2019	520,525	652,896	1,173,413	0																												



GRI DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																				
GRI 305-1	Direct (Scope 1) GHG emissions	<p>Wynn Resorts 2019 ESG Report: <a href="#">Wynn North America Environmental Data, p. 56</a>;</p> <p>2019 Wynn Resorts Emissions</p> <table border="1"> <thead> <tr> <th>PROPERTY</th> <th>SCOPE 1 EMISSIONS (METRIC TONS)</th> <th>SCOPE 2 EMISSIONS (METRIC TONS)</th> <th>COMBINED EMISSIONS (METRIC TONS)</th> </tr> </thead> <tbody> <tr> <td>Wynn Las Vegas</td> <td>193,213</td> <td>105,151</td> <td>298,364</td> </tr> <tr> <td>Wynn Macau</td> <td>5,741</td> <td>98,980</td> <td>104,721</td> </tr> <tr> <td>Wynn Palace</td> <td>9,084</td> <td>139,570</td> <td>148,654</td> </tr> <tr> <td>Company Total</td> <td>208,038</td> <td>343,701</td> <td>551,739</td> </tr> </tbody> </table> <p>We use the Environmental Protection Agency's 2014 Emission Factors for Greenhouse Gas Inventories. The calculation methodology uses 100-year GWP from the Intergovernmental Panel on Climate Change's Fourth Assessment Report.</p> <p>Wynn Resorts uses the Environmental Protection Agency's definition of Scope 1 Emissions: Direct emissions from sources owned or controlled by the Agency.</p>	PROPERTY	SCOPE 1 EMISSIONS (METRIC TONS)	SCOPE 2 EMISSIONS (METRIC TONS)	COMBINED EMISSIONS (METRIC TONS)	Wynn Las Vegas	193,213	105,151	298,364	Wynn Macau	5,741	98,980	104,721	Wynn Palace	9,084	139,570	148,654	Company Total	208,038	343,701	551,739
PROPERTY	SCOPE 1 EMISSIONS (METRIC TONS)	SCOPE 2 EMISSIONS (METRIC TONS)	COMBINED EMISSIONS (METRIC TONS)																			
Wynn Las Vegas	193,213	105,151	298,364																			
Wynn Macau	5,741	98,980	104,721																			
Wynn Palace	9,084	139,570	148,654																			
Company Total	208,038	343,701	551,739																			
GRI 305-2	Direct (Scope 2) GHG emissions	<p>Wynn Resorts 2019 ESG Report: <a href="#">Wynn North America Environmental Data, p. 56</a>;</p> <p>2019 Wynn Resorts Emissions</p> <table border="1"> <thead> <tr> <th>PROPERTY</th> <th>SCOPE 1 EMISSIONS (METRIC TONS)</th> <th>SCOPE 2 EMISSIONS (METRIC TONS)</th> <th>COMBINED EMISSIONS (METRIC TONS)</th> </tr> </thead> <tbody> <tr> <td>Wynn Las Vegas</td> <td>193,213</td> <td>105,151</td> <td>298,364</td> </tr> <tr> <td>Wynn Macau</td> <td>5,741</td> <td>98,980</td> <td>104,721</td> </tr> <tr> <td>Wynn Palace</td> <td>9,084</td> <td>139,570</td> <td>148,654</td> </tr> <tr> <td>Company Total</td> <td>208,038</td> <td>343,701</td> <td>551,739</td> </tr> </tbody> </table> <p>We use the Environmental Protection Agency's 2014 Emission Factors for Greenhouse Gas Inventories. The calculation methodology uses 100-year GWP from the Intergovernmental Panel on Climate Change's Fourth Assessment Report.</p> <p>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.</p>	PROPERTY	SCOPE 1 EMISSIONS (METRIC TONS)	SCOPE 2 EMISSIONS (METRIC TONS)	COMBINED EMISSIONS (METRIC TONS)	Wynn Las Vegas	193,213	105,151	298,364	Wynn Macau	5,741	98,980	104,721	Wynn Palace	9,084	139,570	148,654	Company Total	208,038	343,701	551,739
PROPERTY	SCOPE 1 EMISSIONS (METRIC TONS)	SCOPE 2 EMISSIONS (METRIC TONS)	COMBINED EMISSIONS (METRIC TONS)																			
Wynn Las Vegas	193,213	105,151	298,364																			
Wynn Macau	5,741	98,980	104,721																			
Wynn Palace	9,084	139,570	148,654																			
Company Total	208,038	343,701	551,739																			

GRI DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																										
GRI 306-2	Waste by type and disposal method	<p>Wynn Resorts 2019 ESG Report: <a href="#">Wynn North America Environmental Data, p.56</a>; Wynn Las Vegas 2019 Waste Diversion</p> <table border="1"> <thead> <tr> <th>WASTE TYPE</th> <th>TONNAGE PRODUCED IN 2019</th> </tr> </thead> <tbody> <tr> <td>Recycled</td> <td>5,752</td> </tr> <tr> <td>Composted</td> <td>1,390</td> </tr> <tr> <td>Recovered</td> <td>211</td> </tr> <tr> <td>Total tonnage diverted from landfill</td> <td>7,353</td> </tr> </tbody> </table> <p>Soap Recycled at Wynn Resorts</p> <table border="1"> <thead> <tr> <th>YEAR</th> <th>WYNN NORTH AMERICA (LBS)</th> <th>WYNN MACAU LIMITED (LBS)</th> <th>COMPANY TOTAL (LBS)</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>14,748</td> <td>16,617</td> <td>31,365</td> </tr> <tr> <td>2018</td> <td>11,086</td> <td>19,640</td> <td>30,726</td> </tr> <tr> <td>2019</td> <td>9,890</td> <td>24,812</td> <td>34,702</td> </tr> </tbody> </table>	WASTE TYPE	TONNAGE PRODUCED IN 2019	Recycled	5,752	Composted	1,390	Recovered	211	Total tonnage diverted from landfill	7,353	YEAR	WYNN NORTH AMERICA (LBS)	WYNN MACAU LIMITED (LBS)	COMPANY TOTAL (LBS)	2017	14,748	16,617	31,365	2018	11,086	19,640	30,726	2019	9,890	24,812	34,702
WASTE TYPE	TONNAGE PRODUCED IN 2019																											
Recycled	5,752																											
Composted	1,390																											
Recovered	211																											
Total tonnage diverted from landfill	7,353																											
YEAR	WYNN NORTH AMERICA (LBS)	WYNN MACAU LIMITED (LBS)	COMPANY TOTAL (LBS)																									
2017	14,748	16,617	31,365																									
2018	11,086	19,640	30,726																									
2019	9,890	24,812	34,702																									
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p><a href="#">Wynn Resorts Proxy Statement</a>: Employee Benefits, p. 20;</p>																										
GRI 403-9	Work-related injuries	<p>Wynn Las Vegas OSHA Employee Injury</p> <table border="1"> <thead> <tr> <th>WORK-RELATED INJURY</th> <th>2017</th> <th>2018</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Recordable injuries not resulting in restrictions or lost time</td> <td>230</td> <td>187</td> <td>117</td> </tr> <tr> <td>Recordable injuries resulting in restricted work or transfer to another job</td> <td>179</td> <td>199</td> <td>127</td> </tr> <tr> <td>Recordable injuries resulting in lost time</td> <td>81</td> <td>79</td> <td>72</td> </tr> <tr> <td>Total OSHA Recordable Injuries</td> <td>490</td> <td>465</td> <td>316</td> </tr> </tbody> </table>	WORK-RELATED INJURY	2017	2018	2019	Recordable injuries not resulting in restrictions or lost time	230	187	117	Recordable injuries resulting in restricted work or transfer to another job	179	199	127	Recordable injuries resulting in lost time	81	79	72	Total OSHA Recordable Injuries	490	465	316						
WORK-RELATED INJURY	2017	2018	2019																									
Recordable injuries not resulting in restrictions or lost time	230	187	117																									
Recordable injuries resulting in restricted work or transfer to another job	179	199	127																									
Recordable injuries resulting in lost time	81	79	72																									
Total OSHA Recordable Injuries	490	465	316																									

GRI DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
GRI 404-1	Average hours of training per year per employee	Wynn Resorts gave over 15,000 hours of leadership training to domestic employees in 2019.
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Wynn Resorts 2019 ESG Report: <a href="#">Investing in Leadership, p. 23</a> ;

GRI DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																																																																																																	
GRI 405-1	Diversity of governance bodies and employees	<p>Wynn Resorts 2019 ESG Report: <a href="#">Wynn North America Workforce, p. 13</a>;</p> <p>Wynn Resorts Gender at Levels of Leadership</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="background-color: #8B4513; color: white;">TIERS</th> <th style="background-color: #8B4513; color: white;">GENDER BREAKDOWN</th> <th style="background-color: #8B4513; color: white;">WYNN NORTH AMERICA</th> <th style="background-color: #8B4513; color: white;">WYNN MACAU LIMITED</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Leadership</td> <td>Male</td> <td>66%</td> <td>65%</td> </tr> <tr> <td>Female</td> <td>34%</td> <td>35%</td> </tr> <tr> <td rowspan="2">Manager</td> <td>Male</td> <td>56%</td> <td>57%</td> </tr> <tr> <td>Female</td> <td>44%</td> <td>43%</td> </tr> <tr> <td rowspan="2">Line Level</td> <td>Male</td> <td>53%</td> <td>50%</td> </tr> <tr> <td>Female</td> <td>47%</td> <td>50%</td> </tr> </tbody> </table> <p>Wynn Resorts Employee Age Distribution</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="background-color: #8B4513; color: white;">AGE</th> <th style="background-color: #8B4513; color: white;">WYNN NORTH AMERICA</th> <th style="background-color: #8B4513; color: white;">WYNN MACAU LIMITED</th> </tr> </thead> <tbody> <tr> <td>Under 30</td> <td>19%</td> <td>21%</td> </tr> <tr> <td>30-50</td> <td>52%</td> <td>59%</td> </tr> <tr> <td>Over 50</td> <td>29%</td> <td>20%</td> </tr> </tbody> </table> <p>Wynn North America Ethnic Diversity at Levels of Leadership</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="background-color: #8B4513; color: white;">TIER</th> <th style="background-color: #8B4513; color: white;">ETHNICITY</th> <th style="background-color: #8B4513; color: white;">PERCENTAGE OF EMPLOYEES IN TIER</th> </tr> </thead> <tbody> <tr> <td rowspan="8">Leadership</td> <td>2+</td> <td>4.00%</td> </tr> <tr> <td>American Indian</td> <td>0.50%</td> </tr> <tr> <td>Asian</td> <td>15.00%</td> </tr> <tr> <td>Black</td> <td>3.50%</td> </tr> <tr> <td>Hawaiian</td> <td>0.50%</td> </tr> <tr> <td>Hispanic</td> <td>6.00%</td> </tr> <tr> <td>White</td> <td>70.00%</td> </tr> <tr> <td>Other/declined</td> <td>0.50%</td> </tr> </tbody> </table> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="background-color: #8B4513; color: white;">TIER</th> <th style="background-color: #8B4513; color: white;">ETHNICITY</th> <th style="background-color: #8B4513; color: white;">PERCENTAGE OF EMPLOYEES IN TIER</th> </tr> </thead> <tbody> <tr> <td rowspan="8">Manager</td> <td>2+</td> <td>4.00%</td> </tr> <tr> <td>American Indian</td> <td>0.50%</td> </tr> <tr> <td>Asian</td> <td>18.00%</td> </tr> <tr> <td>Black</td> <td>6.50%</td> </tr> <tr> <td>Hawaiian</td> <td>2.00%</td> </tr> <tr> <td>Hispanic</td> <td>19.00%</td> </tr> <tr> <td>White</td> <td>47.50%</td> </tr> <tr> <td>Other/declined</td> <td>2.50%</td> </tr> </tbody> </table> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="background-color: #8B4513; color: white;">TIER</th> <th style="background-color: #8B4513; color: white;">ETHNICITY</th> <th style="background-color: #8B4513; color: white;">PERCENTAGE OF EMPLOYEES IN TIER</th> </tr> </thead> <tbody> <tr> <td rowspan="8">Line Level</td> <td>2+</td> <td>4.00%</td> </tr> <tr> <td>American Indian</td> <td>0.50%</td> </tr> <tr> <td>Asian</td> <td>20.00%</td> </tr> <tr> <td>Black</td> <td>9.50%</td> </tr> <tr> <td>Hawaiian</td> <td>1.50%</td> </tr> <tr> <td>Hispanic</td> <td>32.50%</td> </tr> <tr> <td>White</td> <td>27.00%</td> </tr> <tr> <td>Other/declined</td> <td>5.00%</td> </tr> </tbody> </table>	TIERS	GENDER BREAKDOWN	WYNN NORTH AMERICA	WYNN MACAU LIMITED	Leadership	Male	66%	65%	Female	34%	35%	Manager	Male	56%	57%	Female	44%	43%	Line Level	Male	53%	50%	Female	47%	50%	AGE	WYNN NORTH AMERICA	WYNN MACAU LIMITED	Under 30	19%	21%	30-50	52%	59%	Over 50	29%	20%	TIER	ETHNICITY	PERCENTAGE OF EMPLOYEES IN TIER	Leadership	2+	4.00%	American Indian	0.50%	Asian	15.00%	Black	3.50%	Hawaiian	0.50%	Hispanic	6.00%	White	70.00%	Other/declined	0.50%	TIER	ETHNICITY	PERCENTAGE OF EMPLOYEES IN TIER	Manager	2+	4.00%	American Indian	0.50%	Asian	18.00%	Black	6.50%	Hawaiian	2.00%	Hispanic	19.00%	White	47.50%	Other/declined	2.50%	TIER	ETHNICITY	PERCENTAGE OF EMPLOYEES IN TIER	Line Level	2+	4.00%	American Indian	0.50%	Asian	20.00%	Black	9.50%	Hawaiian	1.50%	Hispanic	32.50%	White	27.00%	Other/declined	5.00%
		TIERS	GENDER BREAKDOWN	WYNN NORTH AMERICA	WYNN MACAU LIMITED																																																																																														
		Leadership	Male	66%	65%																																																																																														
			Female	34%	35%																																																																																														
		Manager	Male	56%	57%																																																																																														
			Female	44%	43%																																																																																														
		Line Level	Male	53%	50%																																																																																														
			Female	47%	50%																																																																																														
		AGE	WYNN NORTH AMERICA	WYNN MACAU LIMITED																																																																																															
		Under 30	19%	21%																																																																																															
30-50	52%	59%																																																																																																	
Over 50	29%	20%																																																																																																	
TIER	ETHNICITY	PERCENTAGE OF EMPLOYEES IN TIER																																																																																																	
Leadership	2+	4.00%																																																																																																	
	American Indian	0.50%																																																																																																	
	Asian	15.00%																																																																																																	
	Black	3.50%																																																																																																	
	Hawaiian	0.50%																																																																																																	
	Hispanic	6.00%																																																																																																	
	White	70.00%																																																																																																	
	Other/declined	0.50%																																																																																																	
TIER	ETHNICITY	PERCENTAGE OF EMPLOYEES IN TIER																																																																																																	
Manager	2+	4.00%																																																																																																	
	American Indian	0.50%																																																																																																	
	Asian	18.00%																																																																																																	
	Black	6.50%																																																																																																	
	Hawaiian	2.00%																																																																																																	
	Hispanic	19.00%																																																																																																	
	White	47.50%																																																																																																	
	Other/declined	2.50%																																																																																																	
TIER	ETHNICITY	PERCENTAGE OF EMPLOYEES IN TIER																																																																																																	
Line Level	2+	4.00%																																																																																																	
	American Indian	0.50%																																																																																																	
	Asian	20.00%																																																																																																	
	Black	9.50%																																																																																																	
	Hawaiian	1.50%																																																																																																	
	Hispanic	32.50%																																																																																																	
	White	27.00%																																																																																																	
	Other/declined	5.00%																																																																																																	

GRI DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Wynn Resorts 2019 ESG Report: <a href="#">Human Trafficking Prevention Policy, p. 25</a> ;
GRI 415-1	Political Contributions	Please see GRI Disclosure 205-2 (Communication and training about anticorruption policies and procedures)
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<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. We are committed to preserving the confidentiality, integrity, and availability of all forms of information used by the Company and maintained on behalf of employees, investors, business partners, customers, and government agencies. Our intent is to protect information across all its forms, including electronic data, paper documents, and the spoken word.</p> <p>Wynn Resorts' Security Program is a robust set of controls and safeguards to offset possible threats that could result in compromise, reputational damage, or financial loss. We established this program to protect the information related to our operations, employees, guests, and business partners. To date, there have been zero substantiated complaints of breaches resulting from a compromise of customer privacy or data.</p>