



2024
Environmental,
Social, and
Governance Report

Wynn[®]
RESORTS



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About This Report

The Wynn Resorts 2024 Environmental, Social, and Governance (ESG) Report contains information from January 1, 2024, through December 31, 2024, except where otherwise specified. This aligns with the reporting period used for Wynn Resorts, Limited Financial Filings: 10-K, Proxy filing, and Annual Report.

Wynn Resorts discloses information in this ESG Report with reference to the Global Reporting Initiative (GRI) Universal Standards and the Sustainability Accounting Standards Board (SASB) Standards maintained by the Value Reporting Foundation. This document presents disclosure indexes within the foregoing frameworks and includes additional details on our programs. Wynn Resorts supports the United Nations Sustainable Development Goals (SDGs) and presents related goals in the 2024 Corporate Responsibility Review. Wynn Resorts operations spanned the following industries and sectors in 2024:

- Hospitality and Travel
- Gaming, including Sports Betting
- Food and Beverage
- Nightlife and Entertainment
- Development and Construction

Any questions or comments regarding this report can be directed to:

Erik Hansen

Chief Sustainability Officer

Wynn Resorts, Limited

CorporateSustainability@wynnresorts.com

ABOUT OUR REPORTING PROGRAM

Wynn Resorts publishes voluntary disclosures on responsibility practices on an annual cycle, with the last publications on 2023 activity released in April 2024.

Reporting is organized into three documents to reflect the Company operational regions, various audiences and stakeholders, and regulated disclosures. Additional information on Wynn Resorts' financial ownership, entities, and acquisitions can be found in Wynn Resorts financial filings.

- The **Wynn Resorts ESG Report** consolidates disclosures for the operations of Wynn Las Vegas, Wynn Design and Development, Wynn Aviation, and Encore Boston Harbor.
- The **Wynn Resorts Corporate Responsibility Review** presents highlights of Wynn's programs and milestones in 2024.
- Reporting on Wynn Resorts' Asia-based operations of Wynn Macau and Wynn Palace are set forth in the **Wynn Macau, Limited Sustainability Report**, in accordance with Hong Kong Stock Exchange requirements. For reporting indexes and disclosures specific to our operations in Macau, please explore the annual Wynn Macau Limited Sustainability Report [here](#).

GRI Disclosure Index

SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																		
2-1	Organizational details	Wynn Resorts, Limited is located at: 3131 Las Vegas Boulevard, South Las Vegas, Nevada 89109 United States of America Wynn Resorts 2024 Corporate Responsibility Review : Wynn Resorts Properties, p. 7;																		
2-2	Entities included in the organization's sustainability reporting	Wynn Resorts 2024 ESG Report: About this Report, p. 3; Wynn Resorts Annual Report : Note 20-Segment Information, p. 104;																		
2-3	Reporting period, frequency, and contact point	Wynn Resorts 2024 ESG Report: About This Report, p. 3;																		
2-4	Restatements of information	To demonstrate the reporting principle of completeness this report lists historical environmental awards, building certifications, building efficiency details, and policy descriptions, which may be discussed in previous published reports.																		
2-6	Activities, value chain, and other business relationships	Wynn Resorts 2024 ESG Report: About This Report, p. 3; Wynn Resorts Annual Report : Item 1-Business, p. 3; Market and Competition, p. 6; Future Development Projects, p. 6; Wynn Resorts Proxy Statement : Pursuing Growth Opportunities, p. 1;																		
2-7	Employees	<table border="1"> <thead> <tr> <th colspan="3">2024 Wynn North America Employees</th> </tr> <tr> <th>Employee Contract</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Full-Time</td> <td>5,790</td> <td>4,764</td> </tr> <tr> <td>Part-Time</td> <td>2,545</td> <td>2,510</td> </tr> <tr> <td>Permanent</td> <td>8,335</td> <td>7,274</td> </tr> <tr> <td>Temporary</td> <td>480</td> <td>260</td> </tr> </tbody> </table>	2024 Wynn North America Employees			Employee Contract	Male	Female	Full-Time	5,790	4,764	Part-Time	2,545	2,510	Permanent	8,335	7,274	Temporary	480	260
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2-9	Governance structure and composition	Wynn Resorts Proxy Statement : Governance, p. 3; Committees of the Board, p. 16; Wynn Resorts 2024 ESG Report: Board Role in Risk Oversight, p. 28; Wynn Resorts Proxy Statement : Board Independence, p. 15; Board Composition, p. 4;																		
2-10	Nomination and selection of the highest governance body	Wynn Resorts Proxy Statement : Committees of the Board, p. 16; Board Composition, p. 4;																		
2-11	Chair of the highest governance body	Wynn Resorts Proxy Statement : Board Independence, p. 15;																		
2-14	Role of the highest governance body in sustainability reporting	Wynn Resorts 2024 ESG Report: Board Role in Risk Oversight, p. 28; The Wynn Resorts 2024 ESG Report and 2024 Corporate Responsibility Review have been reviewed by the CEO.																		
2-15	Conflicts of interest	Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts Proxy Statement : Board Independence, p. 15; Nominating and Corporate Governance Committee, p. 18;																		
2-16	Communication of critical concerns	Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts Proxy Statement : Board Role in Risk Oversight, p. 20;																		
2-17	Collective knowledge of the highest governance body	Wynn Resorts Proxy Statement : Board Composition, p.5;																		

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
2-18	Evaluation of the performance of the highest governance body	Wynn Resorts 2024 ESG Report: Board Role in Risk Oversight, p. 28; Wynn Resorts Proxy Statement : Compensation Committee, p. 17; Compensation Committee Report, p. 48; Wynn Resorts Proxy Statement : Our Commitment to Shareholder Engagement and our Track Record of Responsiveness, p. 22;
2-19	Remuneration policies	Wynn Resorts Proxy Statement : How We Are Paid, p. 23; 2024 Annual Incentive Payout, p. 40;
2-20	Process to determine remuneration	Wynn Resorts Proxy Statement : Compensation Committee, p. 17; How We Are Paid, p. 23; Compensation Committee Report, p. 48; Wynn Resorts Proxy Statement : Our Commitment to Shareholder Engagement and Track Record of Responsiveness, p. 22;
2-21	Annual total compensation ratio	Wynn Resorts Proxy Statement : Pay Ratio Disclosure, p. 65;
2-22	Statement on sustainable development strategy	Wynn Resorts 2024 Corporate Responsibility Review : Message from Craig S. Billings, CEO, p. 3;
2-23	Policy commitments	Wynn Resorts Annual Report : Our Strategy, p. 3; Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts 2024 ESG Report: Human Rights, p. 31;
2-26	Mechanisms for seeking advice and raising concerns	Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts 2024 ESG Report: Facilitation of Non-Compliance Reporting and Whistleblower Protections, p. 30; Board Role in Risk Oversight, p. 28;
2-28	Membership associations	Wynn Resorts was a member of the following organizations in 2024: <ul style="list-style-type: none"> • American Gaming Association • Cambridge (Massachusetts) Chamber of Commerce • Chelsea (Massachusetts) Chamber of Commerce • Financial Accounting Standards Board • Gay and Lesbian Chamber of Commerce • Global Gaming Women • Greater Boston Chamber of Commerce • International Center for Responsible Gaming (Nevada) • International Women’s Forum Massachusetts • Latin Chamber of Commerce (Nevada) • LGBTQ+ Chamber of Commerce of Southern Nevada • Malden (Massachusetts) Chamber of Commerce • Manhattan (New York) Chamber of Commerce • Massachusetts Taxpayers Foundation • NAACP Mid-Manhattan (New York) Branch • Nevada Resort Association • Nevada Council on Problem Gaming • New England Council • New York Building Congress • New York City Hispanic Chamber of Commerce • New York City Hospitality Alliance • Public Company Accounting Oversight Board • Somerville (Massachusetts) Chamber of Commerce • The Greater Harlem (New York) Chamber of Commerce • U.S./China Business Council • Vegas Chamber

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
2-30	Collective bargaining agreements	In 2024, 52% of Wynn employees in North America were covered by collective bargaining agreements.
201-1	Direct economic value generated and distributed	Wynn Resorts Annual Report : Item 8-Financial Statements and Supplementary Data, p. 55;
201-3	Defined benefit plan obligations and other retirement plans	Wynn Resorts Annual Report : Note 11-Benefit Plans, p. 86;
203-1	Infrastructure investments and services supported	Wynn Resorts 2024 Corporate Responsibility Review : Vision of Hope: Transforming Lives Through Unity and Compassion, p. 13; City-Wide Partnerships to Prevent Human Trafficking, p. 14;
205-2	Communication and training about anti-corruption policies and procedures	Wynn Resorts 2024 ESG Report: Anti-Corruption, p. 29; GRI 404, p. 11;
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Wynn Resorts Annual Report : Note 18-Commitments and Contingencies, p. 100;
207-1	Approach to tax	<p>APPROACH TO TAX</p> <p>Wynn Resorts' tax strategy conforms to the Company's Code of Business Conduct and Ethics. We identify, evaluate, monitor, and manage tax risks to ensure full compliance with legal obligations, tax laws, and practices. We continuously monitor changes to tax legislation and take advice from professional advisers when it's appropriate.</p> <p>As business grows and expands, risks may arise regarding applicable tax laws that are complex and often uncertain. We routinely seek professional advice when the application of tax laws to a material transaction or a given situation is unclear. 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. The most tax-efficient method may be pursued when more than one legal option is available. When appropriate to our business, we will seek to apply tax incentives and exemptions as intended.</p> <p>In 2024, Wynn Resorts paid approximately \$618 million in taxes and government fees in the United States.</p>
207-2	Tax governance, control, and risk management	<p>Wynn Resorts' Code of Business Conduct and Ethics details procedures for anonymously reporting violations. These 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.</p> <p>Our accounting firms' opinions on financial statements and controls, tax disclosures, and additional tax details can be found in the following areas of our financial reports: Wynn Resorts Annual Report: Report of Independent Registered Public Accounting Firm, p. 56-58; Note 14-Income Taxes, p. 92.</p>
207-3	Stakeholder engagement and management of concerns related to tax	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 2024 tax years and will continue participating in the CAP for the 2025 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 through constructive discussion and by providing each tax authority with all the required information to understand our business.

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT												
302-1	Energy consumption within the organization	Wynn Resorts 2024 ESG Report: Environmental Highlights, p. 25;												
302-3	Energy intensity	Wynn Resorts 2024 ESG Report: Environmental Highlights, p. 25;												
303-1	Interactions with water as a shared resource	Wynn Resorts 2024 ESG Report: Environmental Highlights, p. 27;												
303-5	Water consumption	Wynn Resorts 2024 ESG Report: Environmental Highlights, p. 27;												
305-1	Direct (Scope 1) GHG emissions	Wynn Resorts 2024 ESG Report: Environmental Highlights, p. 26;												
305-2	Energy indirect (Scope 2) GHG emissions	Wynn Resorts 2024 ESG Report: Environmental Highlights, p. 26;												
305-4	GHG emissions intensity	<table border="1"> <thead> <tr> <th colspan="3">2024 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>0.018</td> <td>17,726,219 square feet</td> </tr> <tr> <td>Encore Boston Harbor</td> <td>0.006</td> <td>3,112,153 square feet</td> </tr> </tbody> </table> <p>Our CO₂ Emissions Intensity Ratio includes Scope 1 and 2 emissions and is calculated using operation area as a denominator.</p>	2024 Wynn North America Carbon Dioxide Emissions Intensity			Property	Emissions Intensity Ratio	Organization-Specific Denominator	Wynn Las Vegas	0.018	17,726,219 square feet	Encore Boston Harbor	0.006	3,112,153 square feet
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306-2	Management of significant waste-related impacts	Wynn Resorts 2024 ESG Report: Environmental Highlights, p. 22;												
306-3	Waste generated	Wynn Resorts 2024 ESG Report: Environmental Highlights, p. 22;												
306-4	Waste diverted from disposal	Wynn Resorts 2024 ESG Report: Environmental Highlights, p. 22;												
306-5	Waste directed to disposal	Wynn Resorts 2024 ESG Report: Environmental Highlights, p. 22;												

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT						
401-1	New employee hires and employee turnover	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2" style="background-color: #4a5558; color: white;">2024 Wynn North America Turnover Rate</th> </tr> </thead> <tbody> <tr> <td style="width: 60%;">Voluntary Turnover Rate</td> <td style="text-align: right;">10%</td> </tr> <tr> <td>Involuntary Turnover Rate</td> <td style="text-align: right;">7%</td> </tr> </tbody> </table>	2024 Wynn North America Turnover Rate		Voluntary Turnover Rate	10%	Involuntary Turnover Rate	7%
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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>EMPLOYEE BENEFITS</p> <p>Wynn Resorts “cares about everyone and everything” and is dedicated to investing in our most precious resource: people. Comprehensive and thoughtful benefits packages go a long way toward ensuring every employee’s comfort level. We have developed innovative choices that emphasize health and financial security as top priorities, both short- and long-term.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 33%;">Health</th> <th style="width: 33%;">Financial</th> <th style="width: 33%;">Lifestyle</th> </tr> </thead> <tbody> <tr> <td> <ul style="list-style-type: none"> • Medical • Dental • Vision • Telemedicine • Concierge-style Service • Accident Coverage • Illness Coverage • Hospitalization Coverage </td> <td> <ul style="list-style-type: none"> • Employee Scholarship Program • Complimentary 24/7 Dining • Financial Academy • Travel Protection • 401(k) Matching • Employee Assistance Program • Flexible Spending Accounts • Wynn Employee Discounts • Lifestyle Discounts • Prescription Savings • Life and Disability Insurance • Tuition Reimbursement </td> <td> <ul style="list-style-type: none"> • Legal Benefits • Pet Insurance • Paid Holiday • Vacation Time • Paid Maternity Leave • Citizenship Classes • ESOL Classes • Leadership Programs • Skills Development Programs </td> </tr> </tbody> </table> <p>Health Coverage</p> <p>Wynn Las Vegas and Encore Boston Harbor offer comprehensive health-care benefits to employees who work an average of 30 hours per week. Insurance benefits include medical, prescription, dental, vision coverage, and company-paid life insurance. Employees may also opt into additional voluntary benefits such as supplemental life insurance and disability coverage.</p> <p>The Company prioritizes an employee-centric workplace and offers health-care plans focusing on quality care and improving the long-term wellness of employees and their families.</p> <p>In 2024, Wynn Resorts switched to a self-funded health plan. Self-funding benefits the Company and employees, offering overall cost savings, greater flexibility with health-care options, and readily available data to make informed decisions.</p> <p>Wynn Las Vegas offered a new upgraded health plan option during open enrollment. The new plan provides better access to higher-quality health care. The plan features concierge-style service from a network of primary care physicians in the Las Vegas Valley, a dedicated helpline for employees, zero co-payments, expedited appointments, and same-day visits. The plan emphasizes quality care versus patient quotas, with physicians adhering to time metrics: Patients are seen within 15 minutes of check-in, and physicians must spend quality time with patients during visits. Health plan administrators solicit feedback on service standards, and that input is shared to improve care.</p> <p>Unlike previous years, during the 2024 open enrollment period, all employees were required to choose a health plan, noting that any existing elections would not roll over. A targeted communications strategy kept employees informed about the new plan options. Wynn benefits administrators held meetings and webinars, increased communication, and revamped wynnbenefits.com to enable employees to select the most beneficial plan for themselves and their families.</p> <p>In June 2024, Encore Boston Harbor sought to dramatically improve health-care coverage for all employees enrolled in a Wynn insurance plan with a special midyear open enrollment that significantly reduced payroll deductions and increased benefits. The payroll contribution of employees enrolled in the Company’s health plan was reduced by an average of 42 to 53 percent. Benefits of the new plans include primary care visits, urgent care, and prescription co-payment reductions.</p> <p>Wynn Las Vegas offers a mobile dental clinic that visits the resort several times monthly. Encore Boston Harbor conducted four mobile eye exam clinics in 2024.</p> <p><i>(Continued)</i></p>	Health	Financial	Lifestyle	<ul style="list-style-type: none"> • Medical • Dental • Vision • Telemedicine • Concierge-style Service • Accident Coverage • Illness Coverage • Hospitalization Coverage 	<ul style="list-style-type: none"> • Employee Scholarship Program • Complimentary 24/7 Dining • Financial Academy • Travel Protection • 401(k) Matching • Employee Assistance Program • Flexible Spending Accounts • Wynn Employee Discounts • Lifestyle Discounts • Prescription Savings • Life and Disability Insurance • Tuition Reimbursement 	<ul style="list-style-type: none"> • Legal Benefits • Pet Insurance • Paid Holiday • Vacation Time • Paid Maternity Leave • Citizenship Classes • ESOL Classes • Leadership Programs • Skills Development Programs
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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>(Continued)</p> <p>Being an Employer of Choice Wynn Resorts aims to be an employer of choice. In 2024, 20 percent of full-time employees were proud to be employees since day one. The average hourly wage for our North American employees was \$44.87, and 100 percent of them earned above minimum wage. Wynn Resorts possesses a strong “promote from within” culture, with 73 percent of open supervisor and above positions filled by internal candidates in 2024.</p> <p>In 2024, Wynn employees took advantage of the following programs:</p> <p>Supporting Workforce Higher Education and Advancement Wynn Resorts offers support programs encouraging employees to advance in higher education and enhance language skills.</p> <p>Tuition Reimbursement Both Wynn Las Vegas and Encore Boston Harbor offer tuition reimbursement. This program provides financial assistance to employees pursuing college credits in a hospitality-related field. At Wynn Las Vegas, 21 employees were approved for the program. At Encore Boston Harbor, three employees were approved for the program.</p> <p>English for Speakers of Other Languages Our English for Speakers of Other Languages (ESOL) training program continues to make a meaningful impact by offering three levels of instruction—beginner, intermediate, and advanced—to support English language learners in their journey toward fluency.</p> <p>At Encore Boston Harbor in 2024, 27 students graduated from the program, clocking in 486 hours of language training and demonstrating remarkable progress in their English proficiency. On average, students showed a 32-point improvement in their pre- and post-assessment scores, as measured by the BEST English assessment conducted by our vendor. Notably, students in the beginner class had an impressive 65-point increase, highlighting the effectiveness of the program in building foundational language skills.</p> <p>The impact of the program is clear: 89 percent of graduates reported their English skills have improved since completing the course, empowering them with greater confidence in their communication abilities for daily life, work, and future opportunities.</p> <p>As part of continuing employee development in 2024, Wynn Las Vegas had 50 participants clocking in 108 hours of language training in its ESOL classes. These free classes were available to eligible employees and gathered twice weekly for 12 weeks.</p> <p>Through structured instruction, supportive learning environments, and measurable outcomes, our ESOL programs continue to transform lives by breaking language barriers and fostering a more inclusive community.</p> <p>U.S. Citizenship Classes Wynn Las Vegas continued to offer U.S. citizenship classes. These 12-week courses are free to eligible employees and provide instruction to prepare them for the United States citizenship test. Employees are reimbursed for the test when they pass. Twenty-six people completed the citizenship program in 2024.</p> <p>Wynn Resorts Foundation Scholarship Program In 2024, Wynn Resorts awarded 15 new scholarships to employees or their dependents, increasing the total number of scholarship recipients to 56 students. Since its inception in 2018, Wynn Resorts has provided more than \$1,200,000 in scholarship funding to more than 100 students.</p> <p>Students receive up to \$7,500 per academic year for a maximum of four years. Scholarship recipients are required to volunteer 20 hours in their community.</p> <p>Union Employee Benefits Approximately 52.4 percent of Wynn Resorts’ North American employees are represented by various unions under the terms of respective collective bargaining agreements. Those unions include: Culinary Workers Union and Bartenders Union (Nevada), Teamsters Union (Nevada), United Automobile Workers (Nevada), UNITE HERE (Massachusetts), International Brotherhood of Electrical Workers (Massachusetts), and United Government Security Officers of America (Massachusetts). For the fiscal year ended December 31, 2024, Wynn Las Vegas contributed \$17.6 million and Encore Boston Harbor contributed \$ 4.5 million to various multi-employer defined benefit pension plans for certain union employees.</p> <p>Retirement Benefits Wynn Resorts provides a 401(k)-match program to support long-term retirement planning. The Company matches 50 percent of each dollar an employee contributes, up to six percent of their annual salary. Employees must have been employed for a year or more to qualify for the Company match. In 2024, the Company matched more than \$10.3 million in contributions from participating employees in North America.</p> <p>(Continued)</p>

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>(Continued)</p> <p>Dependent and Special Leave Wynn Resorts offers programs that support work-life balance for employees with dependents and families. As a covered employer under the Family and Medical Leave Act (FMLA), Wynn provides unpaid, job-protected leave to eligible employees for a maximum of 12 work weeks in 12 months for reasons outlined under the FMLA. Employees have formal options for special leave in sickness, mandatory education-related events, or school-related emergencies. For employees with growing families in Nevada, up to six weeks of paid parental leave are available upon the birth or placement of a child.</p> <p>For Wynn employees in Massachusetts, the Company compensates eligible employees for the difference between state disability support and our Paid Parental Leave Policy standards.</p> <p>Under our Paid Parental Leave Policy, employees are eligible for up to 12 weeks of paid parental leave to care for and bond with a new child in connection with birth, adoption, or foster care. Employees who have worked for at least one year and who have worked for at least 1,250 hours over the past year are eligible for six weeks of paid parental leave at their regular pay rate from Encore Boston Harbor. Those employees are also eligible for six weeks of paid parental leave through Massachusetts Paid Family Medical Leave ("PFML") at a portion of their regular wage rate up to \$1,149.90 per week. Employees who are not eligible can receive 12 weeks of paid parental leave through PFML at a portion of their regular wage rate up to \$1,149.90 per week.</p>
403-1	Occupational health and safety management system	<p>CUSTOMER AND WORKPLACE SAFETY</p> <p>Wynn Resorts' Workplace Safety Program ensures employees' and guests' safety and well-being. This comprehensive program encompasses a range of key elements:</p> <ul style="list-style-type: none"> • Mandatory Employee Safety Training: We prioritize workforce safety through comprehensive training that equips employees with the knowledge and skills to navigate potential hazards effectively. • Hazard Identification and Control: We identify and mitigate potential risks within our facilities to create a safer environment. • Accident Reporting and Corrective Action: In the event of an accident, our policy includes a systematic reporting mechanism, followed by swift corrective actions to prevent recurrences. • Accident Prevention Strategies: We proactively develop and implement strategies to prevent accidents, focusing on improving safety and operational measures. • Employee Committee Programs: We engage employees through committee programs to educate and promote safe workplace practices. • The Workplace Safety Program aligns with and often surpasses the principles and criteria outlined in the federal OHS and ISO 45001 standards. The ultimate objective of safety education and accountability is to consistently enhance safety, reduce property losses, and earn and sustain an excellent reputation among valued stakeholders. <p>In upholding a commitment to employee and guest safety, Wynn Resorts steadfastly pledges to:</p> <ul style="list-style-type: none"> • Provide a Safe Workplace: We collaborate at all organizational levels to ensure that workplaces are free from unsafe conditions and recognized hazards, prioritizing the well-being of all individuals within our facilities. • Compliance with Regulations: We adhere to federal and state Occupational Safety and Health Standards and Regulations, state and local ordinances, and manufacturer guidelines, ensuring the highest safety standards are maintained. • Administration and Enforcement: We rigorously and regularly administer and enforce Occupational Safety and Health programs to maintain a safe and secure environment. • Proper Training: Employees receive training in the safe use of equipment and machinery, proper use of personal protective equipment, hazard recognition, and emergency procedures—equipping them to respond confidently to any situation. • Safety Communication: All employees are well-informed about safety rules, regulations, and standards relevant to their respective duties, fostering a culture of awareness and responsibility. <p>The Company is committed to maintaining the highest safety standards and is continually striving for excellence in workplace safety.</p>

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																																																
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>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Recordable injuries not resulting in restrictions or lost time</td> <td>68</td> <td>28</td> <td>26</td> </tr> <tr> <td>Recordable injuries resulting in restricted work or transfer to another job</td> <td>125</td> <td>185</td> <td>123</td> </tr> <tr> <td>Recordable injuries resulting in lost time</td> <td>139</td> <td>151</td> <td>133</td> </tr> <tr> <td>Total OSHA recordable injuries</td> <td>332</td> <td>364</td> <td>282</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>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Recordable injuries not resulting in restrictions or lost time</td> <td>7</td> <td>7</td> <td>5</td> </tr> <tr> <td>Recordable injuries resulting in restricted work or transfer to another job</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Recordable injuries resulting in lost time</td> <td>49</td> <td>58</td> <td>35</td> </tr> <tr> <td>Total OSHA recordable injuries</td> <td>56</td> <td>65</td> <td>40</td> </tr> </tbody> </table>	Wynn Las Vegas OSHA Employee Work-Related Injury				Work-Related Injury	2022	2023	2024	Recordable injuries not resulting in restrictions or lost time	68	28	26	Recordable injuries resulting in restricted work or transfer to another job	125	185	123	Recordable injuries resulting in lost time	139	151	133	Total OSHA recordable injuries	332	364	282	Encore Boston Harbor OSHA Employee Work-Related Injury				Work-Related Injury	2022	2023	2024	Recordable injuries not resulting in restrictions or lost time	7	7	5	Recordable injuries resulting in restricted work or transfer to another job	0	0	0	Recordable injuries resulting in lost time	49	58	35	Total OSHA recordable injuries	56	65	40
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Encore Boston Harbor OSHA Employee Work-Related Injury																																																		
Work-Related Injury	2022	2023	2024																																															
Recordable injuries not resulting in restrictions or lost time	7	7	5																																															
Recordable injuries resulting in restricted work or transfer to another job	0	0	0																																															
Recordable injuries resulting in lost time	49	58	35																																															
Total OSHA recordable injuries	56	65	40																																															
404-1	Average hours of training per year per employee	Wynn employees in North America received a total of more than 90,000 hours of training in 2024.																																																
404-2	Programs for upgrading employee skills and transition assistance programs	<p>Wynn Resorts 2024 Corporate Responsibility Review: Employee Training, p. 10; Employee Community, p. 11;</p> <p>WORKFORCE DEVELOPMENT</p> <p>Shaping an Employee-Centric Workplace As the hospitality industry faces an increasingly challenging labor market and Wynn Resorts continues to grow, employee branding is more important than ever. Developing and implementing an employee brand are essential for creating a strong organizational culture, attracting and retaining the best and brightest talent, and driving overall business success. The employee brand shapes an organization's identity and can significantly affect its long-term viability and growth.</p> <p>Wynn Resorts launched an Employee Brand Campaign, a powerful tool for building better engagement and communication between the Company and employees. Employee storytelling is the core of the Employee Brand Campaign. Digital back-of-house signage showcases peer-to-peer storytelling, highlights career progression timelines, and shares our guest service success stories. Additionally, communication centers were created so employees can better access open jobs and learning and development opportunities.</p> <p>Wynn Resorts launched Wynn University to help employees grow with the Company and achieve their goals. The online portal features skills development, life enrichment classes, new-hire academies, and ongoing department training. There are also in-person leadership development cohorts, programs, and classes.</p> <p>In the Moment In 2024, Wynn Las Vegas continued the In the Moment program, which reminded employees of our company values (Service-Driven, Excellence, Artistry, and Progressive) and rewarded them with prizes when a manager observed them demonstrating those values and actions. Encore Boston Harbor launched the In the Moment program in January 2024.</p> <p>Employee Referral Contest The Employee Referral Program rewarded current Wynn Las Vegas and Encore Boston Harbor employees with \$100 for referring line-level candidates and \$250 for supervisor-level candidates.</p> <p>Employee Engagement Survey In 2024, Wynn Resorts continued to seek employee feedback on the workplace through a comprehensive engagement survey. Wynn Las Vegas and Encore Boston Harbor achieved 78 percent survey participation, an increase of five percent from 2023, as more employees realized that their feedback resulted in direct action.</p> <p>Survey results found that the Company exceeded hospitality and service benchmarks in all areas, provided benefits beyond those of other employers, and has a workforce that is proud of their place of employment and highly engaged in their jobs.</p> <p>(Continued)</p>																																																

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
404-2	Programs for upgrading employee skills and transition assistance programs	<p>(Continued)</p> <p>Employee Appreciation and Compensation Wynn Resorts responded to rising inflation in 2024 with a cost-of-living adjustment for all non-contracted employees. This reinvestment into our workforce was based on the market findings from the Compensation Committee and strengthened Wynn's employee-centric workplace.</p> <p>Stars and All-Stars Program The monthly Stars program celebrates employees who consistently demonstrate excellence and bring to life Wynn Resorts' Values and Core Behaviors. The quarterly All-Stars program recognizes leaders who go above and beyond to strengthen company culture and guide their teams to success.</p> <p>Employee Training and Education Behind Wynn's five-star service is five-star training. To build a strong workplace, we require all employees to attend two days of orientation before they start work. New Hire Orientation instills Company culture, values, and service standards through training on values and behaviors, the Company policies, including ethical business standards, harassment and discrimination prevention, and compliance. Roles with specialist functions receive additional training on the job. These programs improve employee performance, capabilities, and knowledge of Company resources.</p> <p>Employees are also required to complete specialized training based on their specific job duties, including:</p> <ul style="list-style-type: none"> • Cyber, Data, and Information Security • Computer, Intranet, and Email Use • Anti-Money Laundering • Responsible Gaming • Alcohol Service • Inappropriate Guest Behavior • Personal Relationships • Hazard Communication • Other Department-related Compliance Topics • Personal Conduct Policy • Code of Business Conduct and Ethics (Anti-corruption) <p>All employees are required to complete annual training on compliance policies. In 2024, 99 percent of employees at Encore Boston Harbor and 98 percent of employees at Wynn Las Vegas completed compliance training. The small percentage of employees who had not completed training were the result of leave of absence, personal leave, seasonal gaps, or infrequent seasonal event staff work. In these cases, the employees were required to complete compliance training before their next shift.</p> <p>Leadership Development Wynn University offers in-person leadership development courses to cultivate leaders within our workforce. Foundations of Leadership, launched in 2024, is a two-day leadership training program designed for our supervisors, assistant managers, and managers in partnership with Finley Cotrone from the William F. Harrah College of Hospitality. This program reinforces the knowledge and skills needed to be an effective leader at Wynn Resorts. It covers key development topics such as the impact of leadership on culture, transitioning from an individual contributor to a leader, facilitating difficult conversations, time management, and motivating employees.</p> <p>For continued growth, the Company offers curated lessons and workshops to provide leaders and aspiring leaders with the tools and knowledge they need to advance in their careers. These classes, accessed via Wynn University, include training such as Crucial Conversations for Supervisors, Gratitude in Leadership, Teamwork: Succeeding in Teams, and Communicating Change.</p> <p>Wynn Las Vegas and Encore Boston Harbor continued the Conversations with Leaders program to draw attention to the leadership culture among managers. This program features a series of live virtual conversations between leaders to discuss leadership philosophies and trending management topics.</p> <p>Wynn Resorts continued to use the Myers Briggs Type Indicator (MBTI) course. This training provides a framework for understanding individual differences and a dynamic model of individual development. The course focused on leadership approaches to improve communication, employee engagement, and performance development, thus improving the overall team dynamic. An Emotional Intelligence (EQ) course was also added to the repertoire of leadership classes. EQ is a critical skill for being an effective leader, giving effective feedback, and managing oneself and one's team.</p>

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT																																																																																			
405-1	Diversity of governance bodies and employees	<table border="1"> <thead> <tr> <th colspan="3">2024 Wynn North America Gender at Levels of Leadership</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Leadership</td> <td>Male</td> <td>61%</td> </tr> <tr> <td>Female</td> <td>39%</td> </tr> <tr> <td rowspan="2">Manager</td> <td>Male</td> <td>57%</td> </tr> <tr> <td>Female</td> <td>43%</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"> <thead> <tr> <th colspan="2">2024 Wynn North America Employee Age Distribution</th> </tr> </thead> <tbody> <tr> <td>Under 30</td> <td>16%</td> </tr> <tr> <td>30-50</td> <td>51%</td> </tr> <tr> <td>Over 50</td> <td>33%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="3">2024 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>15.0%</td> </tr> <tr> <td>Black</td> <td>4.5%</td> </tr> <tr> <td>Hawaiian</td> <td>1.5%</td> </tr> <tr> <td>Hispanic</td> <td>8.5%</td> </tr> <tr> <td>White</td> <td>65.5%</td> </tr> <tr> <td>Other/declined</td> <td>0.5%</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>23.0%</td> </tr> <tr> <td>Black</td> <td>6.5%</td> </tr> <tr> <td>Hawaiian</td> <td>2.0%</td> </tr> <tr> <td>Hispanic</td> <td>23.0%</td> </tr> <tr> <td>White</td> <td>38.0%</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>37.0%</td> </tr> <tr> <td>White</td> <td>22.0%</td> </tr> <tr> <td>Other/declined</td> <td>4.0%</td> </tr> </tbody> </table>	2024 Wynn North America Gender at Levels of Leadership			Leadership	Male	61%	Female	39%	Manager	Male	57%	Female	43%	Line Level	Male	53%	Female	47%	2024 Wynn North America Employee Age Distribution		Under 30	16%	30-50	51%	Over 50	33%	2024 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	15.0%	Black	4.5%	Hawaiian	1.5%	Hispanic	8.5%	White	65.5%	Other/declined	0.5%	Manager	2 or More	4.0%	American Indian	0.5%	Asian	23.0%	Black	6.5%	Hawaiian	2.0%	Hispanic	23.0%	White	38.0%	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	37.0%	White	22.0%	Other/declined	4.0%
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409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Wynn Resorts 2024 ESG Report: Human Rights, p. 31;																																																																																			

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
410-1	Security personnel trained in human rights policies or procedures	<p>HUMAN TRAFFICKING PREVENTION</p> <p>Wynn Resorts is an industry leader in promoting awareness of human trafficking prevention programs, ensuring the highest safety and security standards for our guests, employees, and the community.</p> <p>Large Events In 2024, the Company expanded its stance on anti-human trafficking initiatives. The first course of action involved large impact, coordinated efforts with third-party organizations to achieve results that benefit the Company and the city. The second initiative focused on education, policies, and empathy-centric training for those on the frontlines of the issue. The third approach called for collaboration with local entities to provide a safe environment for tourists and employees.</p> <p>Wynn Las Vegas donated \$100,000 to the Las Vegas Metropolitan Police Department for its partnership with It's a Penalty, a nongovernmental organization based in the United Kingdom. This organization focuses on anti-human trafficking education and awareness training campaigns at major sporting events in the United States. These funds were dedicated to campaigns for the F1 Las Vegas Grand Prix in 2023 and the Super Bowl in 2024. In addition, Wynn Las Vegas employees packed resource bags for human trafficking survivors.</p> <p>Company executives participate in broader industry efforts to raise awareness through conferences and speaking engagements such as the Nevada Resort Association Human Trafficking and Awareness Summit.</p> <p>During Super Bowl weekend, Wynn worked with various organizations to help find missing and exploited children.</p> <p>Training To combat and prevent human trafficking, Wynn Resorts trains employees to work with awareness and abide by comprehensive security procedures on our premises. These procedures and standards are detailed in the Anti-Human Trafficking Policy, underpinned by the Wynn Human Rights Statement and Policy. Wynn Las Vegas and Encore Boston Harbor train all new employees on the Human Trafficking Prevention policy and security response procedures using a curriculum developed in partnership with organizations that aim to eradicate human exploitation. Additionally, guest-facing employees are trained on red-flag indicators, awareness education, and department-specific procedures. Security employees and management undergo unique training to ensure that company procedures are used with a victim-centric and empathetic understanding of human trafficking.</p> <p>Community Partnerships Wynn partners with mission-aligned organizations to support efforts in the broader community and provides financial support to those raising awareness and assisting trafficking victims. Wynn Resorts shares data and resources with local organizations that are invested in human trafficking prevention. Wynn Las Vegas was a leader on the Las Vegas Strip in piloting the Resources and Integration for Survivor Empowerment (RISE) program in partnership with the Las Vegas Metropolitan Police Department and Signs of Hope. This program provides timely and trauma-informed responses to potential victims of human trafficking and ensures a victim advocate is present onsite within 45 minutes. To supplement their missions, Wynn Resorts donated to nonprofits that support anti-human trafficking.</p> <p>SAFETY BUTTON PROGRAM</p> <p>Wynn Resorts prioritizes the safety and security of its employees. Employees who work in more isolated or potentially vulnerable locations are required to carry safety buttons. These personal alert devices can be used to notify the Security Department of critical response situations such as medical emergencies, altercations, or inappropriate conduct. Since the launch of this program at Wynn Las Vegas and Encore Boston Harbor, all employees with safety buttons have completed training on their use and purpose. Security Department employees have also been trained in response procedures. Safety button incidents are monitored and overseen by the Security Department to improve procedural training and workplace security protocols.</p> <p>(Continued)</p>

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
410-1	Security personnel trained in human rights policies or procedures	<p>(Continued)</p> <p>WORKPLACE SECURITY PROGRAM</p> <p>Wynn Resorts properties prioritize guest safety and workplace security as essential to providing exemplary service. Security programs consist of a comprehensive, multi-layered system responsible for deterring, detecting, and responding to any threat at our resorts. The Security Departments include specialized teams to address crisis management and tactical response, as well as a full complement of security officers and K-9 units. Preventative measures include weapon detection equipment and other technologies.</p> <p>Upon being hired, Security Department employees are required to participate in a diversified training program that includes topics such as appropriate use of force and human trafficking awareness. Periodically, training is reinforced through drills for emergency evacuations, tests of the emergency communications systems, and simulated critical incidents. Wynn Resorts considers all foundational laws that uphold human and civil rights in every procedure and policy. Internal policies and training include overviews of all local laws, methods to ensure lawful detainment and terms of detainment, and de-escalation and preservation of life processes.</p> <p>At Wynn Las Vegas, the Corporate Investigation team routinely liaises with external law enforcement agencies regarding events involving our resorts, guests, 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 continuous presence at the resort. Encore Boston Harbor has implemented weapon screening technology at all casino entrances. Technology allows security officers to detect persons carrying firearms. Wynn Resorts enforces a strict no-weapons policy at all properties.</p> <p>The Surveillance Department observes and reports any illegal or suspicious activity viewed through the closed-circuit television (CCTV) camera system. This department performs detailed live casino observations and monitors the integrity of all gaming areas to prepare evaluations, procedural audits, and concise reports. The Surveillance Department also protects assets by monitoring for cheating, fraud, theft, and suspicious activity. Any such activity is reported to the appropriate authorities.</p> <p>All properties are designed to exceed the fire safety standards required by applicable building codes. Each resort has a centralized fire command system staffed by employees around the clock who monitor the status of every smoke alarm and sprinkler within and surrounding the resort. Business Continuity and Emergency Response Plans ensure a safe, responsible, and rapid return to business operations following natural or human-caused disasters or disturbances.</p> <p>To promote security in the workplace, year-round educational security campaigns take place for all employees. Educational training includes prevention of planned attacks with See Something, Say Something, Human Trafficking Prevention Awareness Training, a Speak Up campaign, and Health and Safety Guidance. The Company conducts security and safety briefings before all major holidays and significant events. These briefings include a cross-section of every department on each property. Employees can communicate directly with security officers anytime through various internal communication channels.</p>
415-1	Political Contributions	<p>POLITICAL ACTIVITY</p> <p>Wynn Resorts believes that participation in the political process is vital to fostering an ethical and socially conscious business environment and advocating for policies that support our long-term interests. As the Political Contribution Policy outlines, the Company prioritizes policies that establish good governance of public resources. The Company supports candidates and advocates on various issues without regard to political parties.</p> <p>Among other political policy priorities, the Company supports:</p> <ul style="list-style-type: none"> • Policies that strengthen public education for young people, continuing education, and training for the current workforce. • Economic development policies that expand opportunities for employees to enhance their quality of life. • Policies that ensure domestic and international tourism is safe and accessible, including policies and public investment in preparedness, emergency response, and adequate support for law enforcement and other first responders. • Legislation that empowers companies to enact policies and strategies that best promote responsible gaming to their patrons. • Regulatory policies that safeguard the integrity of the casino gaming industry.

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SUB-DISCLOSURE NUMBER	DISCLOSURE TITLE	DISCLOSURE STATEMENT
415-1	Political Contributions	<p>Political Contributions in 2024 In alignment with the Political Contribution Policy, the Company advocates for its business interests by supporting candidates and groups that understand, appreciate, and consider the opportunities and challenges facing the gaming and hospitality industries.</p> <p>As part of a coordinated effort among resort properties in Nevada, the Company interviewed dozens of candidates for state and local offices, particularly focusing on the Nevada Legislature. The Company sought to understand which candidates would be best suited to advance policies important for the integrated resort industry; to promote responsible government; and to consider the needs of Company employees and employees of the resort industry in general. The Company contributed to more than two dozen individual candidates in Nevada this election cycle.</p> <p>Encouraging Employees' Participation To encourage Wynn Las Vegas employees to vote, the Company's Government Relations team publishes a comprehensive voter information guide for its employees every two years. The guide includes facts about federal, state, and local candidates who appear on employees' ballots. It relies on published information from election officials and includes candidates' unaltered responses to questions posed by the Company. The booklet gives employees an effective tool to help them make decisions when they mark their ballots. In 2024, Wynn Resorts produced a Voter Guide before the start of general election voting. The guide contained responses from more than 80 candidates; information on Nevada's seven statewide ballot questions; and details on where to vote in and around Las Vegas.</p> <p>Trade Associations The Company engages with national and state trade associations, such as the American Gaming Association and the Nevada Resort Association, to advance the policy priorities of the Company and broader industry. These trade associations may engage in lobbying activities as their respective bylaws and federal regulations allow.</p> <p>Wynn Resorts has maintained an active membership in the Nevada Resort Association for more than 14 years. This association regularly conducts lobbying and advocacy efforts on behalf of its members for policies that advance the interests of integrated resorts and their affiliated businesses throughout Nevada. The Nevada Resort Association estimates that 41 percent of dues paid by members were applied to lobbying expenses in 2024.</p>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>DATA PROTECTION AND INFORMATION SECURITY</p> <p>Wynn Resorts' information security program is designed to preserve the accuracy and integrity of all forms of information processed by the Company and to protect such information, including employees' and guests' personal information and information related to our operations, from misuse, loss, or theft. Our information security program is founded on principles and standards of the National Institute of Standards and Technology Framework for Improving Critical Infrastructure Cybersecurity issued by the U.S. government.</p> <p>The Chief Information Security Officer (CISO) works closely with the Chief Information Officer and the Chief Privacy Counsel to collectively manage our global information security, information technology, and data privacy programs. The Company's information security program includes a robust set of controls and safeguards for the systems, applications, and databases of the Company and its third-party vendors. The CISO manages the information security program and sets annual targets and security objectives. The program includes regular risk assessments and recurring internal and external audits to evaluate the program's maturity and effectiveness. The results of these assessments and audits inform decisions to make program adjustments and ensure that security objectives are effective and up to date. Additional features of our cybersecurity program include security controls, such as firewalls and intrusion detection systems; data loss prevention tools; penetration testing of network, cloud, and application platforms; security assessments of third-party vendors; and security awareness education for employees and specialized training for our information security specialists.</p> <p>In the event of a cyber incident which may be considered "material" under the SEC's disclosure rules, Wynn Resorts has established a separate committee comprised of the General Counsel, the Chief Financial Officer, the Chief Privacy Counsel, and the CISO. The Materiality Committee determines whether a cyber incident, or series of incidents, is "material" and requires disclosure under Item 1.05 of Form 8-K as well as informing the Board of Directors about the incident from a risk oversight perspective. Additional information on Wynn Resorts' information security governance can be found in the Wynn Resorts Annual Report: Item 1C. Cybersecurity, p. 29.</p>

SASB Consolidated Standards

TOPIC	SASB CODE	DISCLOSURE DETAIL BREAKDOWN	DISCLOSURE STATEMENT												
Energy Management	SV-CA-130a.1; SV-HL-130a.1; FB-RN-130a.1	Total Energy Consumed	Wynn Resorts 2024 ESG Report: Environmental Highlights, p. 25;												
		Percentage Grid Electricity	<table border="1"> <thead> <tr> <th colspan="2">Wynn North America Electricity Consumed from the Grid</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>83%</td> </tr> <tr> <td>2021</td> <td>83%</td> </tr> <tr> <td>2022</td> <td>78%</td> </tr> <tr> <td>2023</td> <td>73%</td> </tr> <tr> <td>2024</td> <td>80%</td> </tr> </tbody> </table>	Wynn North America Electricity Consumed from the Grid		2020	83%	2021	83%	2022	78%	2023	73%	2024	80%
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Water Management	SV-HL-140a.1; FB-RN-140a.1	Total Water Consumed, Percentage in Regions with High or Extremely High Baseline Water Stress	Wynn Resorts 2024 ESG Report: Environmental Highlights, p. 27;												
Labor Practices	SV-HL-310a.1; FB-RN-310a.1	Voluntary Turnover Rate for All Employees	Wynn Resorts 2024 ESG Report: GRI 401-1, p. 8;												
		Involuntary Turnover Rate for All Employees													
	SV-HL-310a.3; FB-RN-310a.2	Average Hourly Wage, by Region	The average hourly wage for Wynn employees in North America was \$44.87 in 2024.												
		Percentage of Hotel Employees Earning Above Minimum Wage, by Region	100 percent of Wynn employees in North America earned above minimum wage in 2024.												
SV-HL-310a.4	Description of Policies and Programs to Prevent Worker Harassment	Wynn Resorts 2024 ESG Report: Preventing Harassment and Discrimination, p. 31; Facilitation of Non-Compliance Reporting and Whistleblower Protections, p. 30; Human Rights, p. 31;													

SASB Casino and Gaming Standards

TOPIC	SASB CODE	DISCLOSURE DETAIL BREAKDOWN	DISCLOSURE							
Responsible Gaming	SV-CA-260a.1	Percentage of Gaming Facilities that Implement the Responsible Gambling Index	<p>RESPONSIBLE GAMING AND RESPONSIBLE MARKETING</p> <p>Wynn Resorts has made a commitment to its employees, guests, and the communities in which it operates to promote healthy and informed gambling as a form of entertainment. As codified in the Company's Code of Business Conduct and Ethics and Responsible Gaming Policy, Wynn Resorts has made responsible gaming an integral part of its daily operations. The Company's policies and procedures adhere to the American Gaming Association (AGA)'s Code of Conduct for Responsible Gaming, establishing industry-wide best practices.</p> <p>Patrons may request at any time to be removed from promotional mailings and to revoke casino-specific privileges such as access to markers, player card privileges, and on-site check cashing. The Company also reserves the right to exclude a patron from gaming without their request.</p> <p>Wynn Resorts provides training to every new employee and annual refresher training for all employees on our responsible gaming program. The Company also raises awareness of responsible gaming among employees through workplace campaigns and signage.</p> <p>All patrons have access to information about responsible gaming, including explanations of the probabilities of winning or losing at the various games offered by our casinos.</p> <p>Responsible marketing is part of the communication strategy across the Company's business and is part of its commitment to responsible gaming. Gaming-related advertising includes a responsible gaming message and a toll-free helpline number. The Company only places promotional media where most of the audience is expected to be above the legal age to participate in gaming activity and does not feature marketing designed to appeal to individuals under the age of 21. Brochures are also available on the Casino floor and Cage, and responsible gambling information is available on the Company's apps and web-based programs.</p> <p>Encore Boston Harbor has partnered with GameSense, an innovative and comprehensive responsible gaming strategy adopted by the Massachusetts Gaming Commission. It has an on-site GameSense information center. The Company also employs PlayMyWay, a player management system, to enhance informed player choice by implementing a voluntary play information and management system.</p> <p>Wynn Resorts is also committed to continuous and meaningful engagement in the communities in which it operates to address problem gaming. The Company has formed strong alliances with entities and individuals within these communities to learn, innovate, problem-solve, and improve the community at large. Wynn Resorts is a sponsor of the International Center for Responsible Gaming (ICRG), a research and educational organization aimed at reducing gambling-related harm worldwide, and the National Council on Problem Gambling (NCPG), an organization that advocates for programs and services to assist those affected by problem gambling. Wynn Resorts is committed to supporting evidence-based research to inform its efforts concerning responsible gaming.</p>							
	SV-CA-260a.2	Percentage of Online Gaming Operations that Implement the National Council on Problem Gambling (NCPG) Internet Responsible Gambling Standards								
Smoke-Free Casinos	SV-CA-320a.1	Percentage of Gaming Floor Where Smoking is Allowed	48 percent of Wynn gaming area in North America was smoke-friendly in 2024.							
	SV-CA-320a.2	Percentage of Gaming Staff Who Work in Areas Where Smoking is Allowed	<table border="1"> <thead> <tr> <th colspan="2">2024 Percentage of North America Employees in Smoke-Friendly Gaming Areas</th> </tr> </thead> <tbody> <tr> <td>Wynn Las Vegas</td> <td>73%</td> </tr> <tr> <td>Encore Boston Harbor</td> <td>0%</td> </tr> <tr> <td>Wynn North America Total</td> <td>44%</td> </tr> </tbody> </table>	2024 Percentage of North America Employees in Smoke-Friendly Gaming Areas		Wynn Las Vegas	73%	Encore Boston Harbor	0%	Wynn North America Total
2024 Percentage of North America Employees in Smoke-Friendly Gaming Areas										
Wynn Las Vegas	73%									
Encore Boston Harbor	0%									
Wynn North America Total	44%									
Internal Controls on Money Laundering	SV-CA-510a.1	Description of Anti-Money Laundering Policies and Practices	Wynn Resorts 2024 ESG Report: Anti-Money Laundering, p. 30;							

SASB Hotel and Lodging Standards

TOPIC	SASB CODE	DISCLOSURE DETAIL BREAKDOWN	DISCLOSURE
Ecological Impacts	SV-HL-160a.1	Number of Lodging Facilities Located in or Near Areas of Protected Conservation Status or Endangered Species Habitat	<p>ECOLOGICAL IMPACTS</p> <p>No Wynn Resorts properties were in the following protected sites in 2024:</p> <ul style="list-style-type: none"> • UNESCO Biospheres • Natura 2000 areas • Ramsar sites <p>According to Protected Planet's World Database of Protected Areas (WDPA) in 2024:</p> <ul style="list-style-type: none"> • Wynn Las Vegas: Not located on protected land. • Encore Boston Harbor: Not located on protected land.
	SV-HL-160a.2	Description of Environmental Management Policies and Practices to Preserve Ecosystem Services	Wynn Resorts 2024 ESG Report: Historical Environmental Awards, p. 24;
Climate Change Adaption	SV-HL-450a.1	Number of Lodging Facilities Located in 100-year Flood Zones	<p>CLIMATE CHANGE ADAPTION</p> <p>Using the U.S. National Flood Insurance Program Federal Emergency Management Agency (FEMA) National Flood Hazard Layer (NFHL) Map for our North American properties, Wynn identified Encore Boston Harbor to be in a Special Flood Hazard Area (SFHA) in 2024. FEMA defines SFHA as areas that will be inundated by a flood event having a one percent chance of being equaled or exceeded in any given year.</p> <p>The NFHL map is a compilation of effective Flood Insurance Rate databases and Letters of Map Revision databases.</p> <ul style="list-style-type: none"> • Wynn Las Vegas: No Flood Risk (Zone X: area of minimal flood hazard, outside the SFHA and higher than the elevation of the 0.2 percent annual-chance flood) • Encore Boston Harbor: 100-year Flood Risk (Zone AE: The Special Flood Hazard Area where base flood elevations are provided)

SASB Restaurant Standards

TOPIC	SASB CODE	DISCLOSURE DETAIL BREAKDOWN	DISCLOSURE
<p>Supply Chain Management and Food Sourcing</p>	<p>FB-RN-430a.2</p>	<p>Percentage of eggs that originated from a cage-free environment</p>	<p>Wynn Resorts 2024 Corporate Responsibility Review: Cage-Free Egg Commitment, p. 23;</p> <p>OUR COMMITMENT TO THE HUMANE CARE OF ANIMALS</p> <p>Wynn Resorts' reputation for integrity and ethical conduct extends to all business areas. As an internationally recognized brand, we use our scale, reputation, and influence to affect our planet, guests, and suppliers positively. Consequently, the Company prioritizes the humane care of animals throughout our supply chain.</p> <p>The Company's animal welfare policy reflects our commitment to excellence and our core value of caring about everyone and everything. We prioritize vendors and suppliers who demonstrate and certify responsible practices in animal care, such as the World Organisation for Animal Health's Five Freedoms:</p> <ul style="list-style-type: none"> • Freedom from hunger, malnutrition, and thirst • Freedom from fear and distress • Freedom from heat, stress, and physical discomfort • Freedom from pain, injury, and disease • Freedom to express standard patterns of behavior <p>K9 Welfare</p>
	<p>FB-RN-430a.3</p>	<p>Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare</p>	<p>The K9 Unit at Wynn Las Vegas retains Platinum Level accreditation through the International Casino and Resort Working Dog Association. This third-party organization audits procedures and facilities for best practices in animal welfare. K9 staff responsible for animal handling undergo extensive training, including coursework at a school for K9 handlers, field training with an experienced handler, and employee shadowing, which requires about eight weeks of education and hands-on training. K9 staff must maintain their training knowledge by passing an annual third-party certification program while completing at least 32 hours of continuing education and professional training each year.</p> <p>Wynn's K9 program facilities maintain exceptional standards of animal welfare. The K9s live in 3,800-square-foot, state-of-the-art, climate-controlled living quarters. This dedicated space includes separate grooming and bathing areas, meal preparation areas, and outdoor play areas with cool misting for animal comfort during warm weather. Large individual kennels are maintained for each dog, cleaned daily, and furnished with sound-dampening equipment, auto-filling water bowls, and large beds to reduce stress</p> <p>Top Dogs</p> <p>Wynn has the longest continuously running canine unit on the Las Vegas Strip and features the most highly decorated resort K9 unit in the world. At the 2024 Las Vegas Metro Police Department K9 Trials, Wynn's K9 team ranked first in the hotel explosives detection category. Additionally, the Wynn K9 team competed at the 2024 International Casino & Resort Working Dog Association K9 Trials, bringing home third place in bed bug detection.</p>

Community Impact Highlights



Wynn Resorts creates lasting social impact in our communities through three pillars: education, cultural enrichment, and vibrant communities. Wynn Resorts encourages employee volunteerism, amplifies fundraising and charitable giving, and creates community collaborations to build more resilient communities. A full review of Wynn Resorts' philanthropic activity and community impact in 2024 is detailed in the [2024 Corporate Responsibility Review](#).



Environmental Highlights

WASTE MANAGEMENT

Wynn Resorts' waste-management programs are facilitated internally by the Stewarding and Public Areas teams, who collect waste and direct materials to be sorted by trained waste-management partners on-site and off-site at specialty facilities. In Las Vegas, trained waste managers from RENUoil of America oversee various waste streams heading to compost, recycling, reclamation, and landfill. At Encore Boston Harbor, waste is sorted by technology operated by Republic Services and sent to recycling, landfill, waste-to-energy facilities, and other handling facilities. By partnering with waste-management experts, Wynn Resorts achieves higher diversion rates compared to using guest-facing recycling bins.

2024 Wynn North America Waste and Diversion (Tons)			
		Encore Boston Harbor	Wynn Las Vegas
Total Waste Weight		4,413	25,957
Rate of Diversion From Landfill		55%	45%
Total Diverted		1,394	11,714
Total Hazardous Diverted	Recycle	0	0
	Reuse	0	0
	Other	0	0
Total Non-Hazardous Diverted	Recycle	708	4,310
	Reuse	0	4
	Compost	686	7,401
	Donate	0	0
Total Disposed		3,019	14,243
Total Hazardous Disposed	Incineration	0	0
	Landfill	0	0
	Energy Recovery	0	0
Total Non-Hazardous Disposed	Incineration	0	0
	Landfill	2,003	14,243
	Energy Recovery	1,016	0

Soap Recycled by Wynn Resorts in North America in partnership with Clean the World (lbs)	
2020	4,123
2021	7,851
2022	7,644
2023	5,046
2024	7,813

Environmental Highlights

GREEN BUILDING CERTIFICATIONS



Encore Boston Harbor was awarded
LEED PLATINUM certification
for New Building Design and
Construction in 2019.



Green Building Initiative awarded
the **FOUR GREEN GLOBE**
Distinction to Wynn Las Vegas in 2018.



Green Building Initiative awarded the
THREE GREEN GLOBE
Distinction to Wynn Las Vegas
Convention Expansion in 2019.

Our North American resorts were designed and built with the latest energy efficiency technologies to the highest climate resiliency levels.

WYNN HAS INCORPORATED THE FOLLOWING ACTIVE DESIGN FEATURES IN ITS RESORTS:

- Heating and cooling systems that can be shut down during low or no usage periods.
- LED lighting designed to exceed industry standards.
- Energy submeters for large areas to monitor system performance and operational efficiency.
- Automated and sophisticated building management systems that monitor performance, efficiency, and optimization of the on-site central plant and HVAC systems.
- Electric vehicle charging stations are used to promote decarbonized transportation to and from our resorts.

WYNN INCORPORATES THE FOLLOWING PASSIVE DESIGN FEATURES INTO ITS RESORTS:

- Building insulation that targets specific R-values for walls, roofs, and soffits.
- Design elements to reduce thermal bridges and minimize heat transfer.
- High-reflective roof materials to reduce cooling needs and urban heat island effects.
- High-efficiency glazing to reduce heat loss and air leakage.
- External shading systems and internal window treatments to enable solar control, allowing for daylight maximization and passive solar heating or cooling.
- Transition spaces such as lobbies, corridors, and circulation spaces that use expanded temperature set points and comfort criteria to save energy.
- Optimally arranged program spaces and furniture to promote passive heating and cooling.

Historical Environmental Awards

2022 GLOBAL VISION AWARD

Travel + Leisure magazine recognized Wynn Resorts as the 2022 Global Vision Award winner. The award spotlights international companies, individuals, destinations, and organizations making strides to develop more sustainable and responsible travel products, practices, and experiences.

JAMES D.P. FARRELL AWARD

Encore Boston Harbor earned the James D.P. Farrell Award for Brownfields-Remediation 2020 Project of the Year from the Environmental Business Council of New England. The award acknowledged Encore Boston Harbor's redevelopment and revitalization of the former Monsanto Chemical Company site on the Mystic River in Everett, Massachusetts, which involved removing 890,000 tons of contaminated soil and constructing a living shoreline.

2019 ONBOARD AWARD

Boston Harbor Now, a nonprofit focused on revitalizing the historic waterway, awarded Encore Boston Harbor the 2019 Onboard Award.

2019 MYSTIC CHAMPION AWARD

The Mystic River Watershed Association, an environmental justice-focused group, honored Encore Boston Harbor with the 2019 Mystic Champion Award.

NINTH LARGEST CORPORATE SOLAR INSTALLATION IN THE U.S.

In a 2019 Solar Energy Industries Association Report, Wynn Las Vegas ranked ninth in the U.S. for largest corporate solar installations.

2018 SILVER PREVUE VISIONARY AWARD

Wynn Las Vegas received the 2018 Silver Prevue Visionary Award from Prevue Meetings & Incentives for the best sustainable/green meetings experience.

2018 GREEN POWER PARTNERSHIP

Wynn Las Vegas has been a member of the U.S. Environmental Protection Agency's Green Power Partnership since 2018.

2018 ENVIRONMENTAL MERIT AWARD

The U.S. Environmental Protection Agency gave the 2018 Environmental Merit Award to Encore Boston Harbor.

2018 MASSACHUSETTS CLEAN ENERGY CENTER'S ACES GRANT

Encore Boston Harbor received the Massachusetts Clean Energy Center's Advancing Commonwealth Energy Storage (ACES) Grant in 2018.

Environmental Highlights

ENERGY MANAGEMENT

Wynn Las Vegas and Encore Boston Harbor were constructed to meet the highest LEED or Green Globes standards, integrating energy efficiency in building operations and maintenance in high-energy consumption, heating, ventilation and air conditioning, lighting, and large-scale machinery. Energy management objectives are used to decrease energy consumption and the associated Scope 1 and 2 emissions while ensuring system reliability and comfort for guests. A dedicated facilities team at each resort oversees the maintenance, performance, and monitoring of energy usage and efficiency. We use this data to identify new targets for further reduction in energy consumption, emissions, and cost. These dedicated employees, data-monitoring practices, and building management systems are critical to measuring our footprint and advancing us toward our Corporate Sustainability Goals.

Wynn North America Power Consumption by Energy Type						
Year	Non-renewable		Renewable		Total Consumption	
	MWh	Gigajoules	MWh	Gigajoules	MWh	Gigajoules
2020 ^{1,2}	163,951	590,225	24,172	87,020	188,123	677,245
2021 ^{2,3}	179,111	644,799	27,485	98,947	206,596	743,746
2022 ^{3,4}	97,061	349,419	124,250	447,301	221,311	796,720
2023 ^{3,5}	155,416	559,498	63,725	229,411	219,142	788,910
2024 ^{3,5}	145,642	524,311	71,234	256,441	216,876	780,752

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 2021-2023 include a mix of physically owned renewable generation and green-e Certified RECs purchases.

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.

⁵ Our approach calculating the percentage of electricity consumption from renewables at Wynn Las Vegas adjusted in 2023 and 2024 to only include our retired RECs for state Renewable Portfolio Standard compliance.

Wynn North America Energy Use Intensity (MWh/Sq Ft)		
Year	Wynn Las Vegas	Encore Boston Harbor
2020	116	150
2021	128	173
2022	136	179
2023	138	177
2024	134	164

Wynn North America Fuel Consumption 2024		
Jet Fuel	4,063,050	lbs
Gasoline	95,074	gallons
Diesel	18,071	gallons
Natural Gas	7,401,130	therms
Propane	39,901	gallons

Environmental Highlights

APPROACH TO EMISSIONS REPORTING

Wynn Resorts reports direct and indirect emissions for its operations in North America using the guidance and principles of Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard. We apply the Environmental Protection Agency's definitions of Scope 1 and 2 emissions in determining operations that fall within direct and indirect categories. Operational emissions from Wynn Las Vegas, Encore Boston Harbor, and Wynn Aviation are included in our 2024 disclosure.

Wynn accounts for annual emissions based on activities within its operational control and presents findings on a regional or property basis for clarity and comparability. Fuel consumption data comes from internal reports and external suppliers. With the exception of Scope 2 emissions in 2024 at Wynn Las Vegas, Wynn calculates CO² equivalent emissions using the Environmental Protection Agency's Emission Factors for Greenhouse Gas Inventories, most recently published within the reporting period. The calculation uses a 100-year Global Warming Potential (GWP) from the Intergovernmental Panel on Climate Change's Fourth Assessment Report.

Wynn North America Carbon Dioxide Emissions (Metric Tons CO ²)									
Property	Wynn Las Vegas			Encore Boston Harbor			WNA		
	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total
2020	151,151	66,621	217,772	3,894	2,951	6,845	155,045	69,572	224,617
2021	327,709	67,632	395,341	13,824	0	13,824	341,552	67,632	409,184
2022	296,699	38,843	335,542	13,892	752	14,644	310,606	39,595	350,201
2023	317,196	40,609	357,805	13,497	7,294	20,791	330,693	47,903	378,596
2024	293,079	29,908	322,987	11,666	6,836	18,502	304,745	36,744	341,489

* North America totals for 2020-2022 include Scope 1 emissions from Wynn Sports Interactive, which was closed in 2023.

Environmental Highlights

WATER CONSERVATION AND WATER STRESS EVALUATION

Wynn Resorts’ water conservation efforts are guided by the principle of adapting to the challenges present today and mitigating adverse effects for the future. While water availability as a resource varies among the regions in which Wynn Resorts operates, using water responsibly is a key component of Wynn Resorts’ commitment to its communities and the environment. Wynn assesses water risks using the World Resources Institute Water Stress Map as referenced in disclosure guidance. The World Resources Institute’s Aqueduct tool considers relevant aspects of water impact, such as quantity, quality, and water accessibility. Wynn works with regional authorities to prioritize specialized measures to responsibly allocate water use to align with conservation goals in regions with an increased risk level.

WYNN RESORTS REGIONAL WATER RISK ASSESSMENT 2024:

- Everett: (Low-Medium) Overall Water Risk. (Medium-High) Riverline Flood Risk Stress.
- Las Vegas: (Low) Overall Water Risk. (Medium-High) Interannual Variability.

Source: [World Resources Institute: Water Stress Rating-Aqueduct Water Risk Atlas](#)

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
2020	395,190	51,839	447,029	0
2021	432,780	64,868	497,638	0
2022	486,745	82,033	568,778	0
2023	498,950	78,937	557,887	0
2024	507,611	76,514	584,125	0

Water consumption in 2024 at Wynn Las Vegas has **REDUCED BY TWO PERCENT** compared to 2019

106,000 GALLONS (401,253 liters) of water storage is used at Encore Boston Harbor by the rainwater capture system.

CONSUMPTIVE WATER MANAGEMENT

Wynn Resorts monitors and minimizes water usage with the overarching goal of reducing consumptive water use. To fulfill this goal, Wynn Resorts prioritizes smart and drought-tolerant landscaping to reduce water demand in its horticulture and landscaping operations. To minimize water evaporation and excess water runoff outdoors, Wynn Resorts uses precise drip irrigation systems using detailed soil moisture measurements to relay information to a smart meteorological system that disperses water based on precipitation, temperature, and other specific weather conditions. The Company works closely with local authorities, municipalities, and engaged stakeholders to identify new water conservation opportunities. Water consumption within our operations is reported annually in this report.

NON-CONSUMPTIVE WATER DISCHARGE

Wynn Resorts uses various methods to prevent hazardous materials and excessive chemicals from discharging into municipal sewers. For example, Wynn Las Vegas collects yellow grease on site and sends it off site to be recycled into biodiesel. Brown grease is also collected on-site and treated off-site as a hazardous material. Encore Boston Harbor collects cooking oil and repurposes it into biofuel. Encore Boston Harbor uses a rainwater capture system that holds up to 106,000 gallons (401,253.649 liters) of water storage at one time. Chemical-free cleaning products are used throughout Wynn Resorts’ properties, reducing the amount of chemicals entering water discharged from operations.

Governance

Wynn Resorts prioritizes integrity and accountability through a robust corporate governance framework. The Company's policies and procedures, which apply to Wynn Resorts and its subsidiaries, ensure that our governance practices align with the highest standards and effectively support the Company's strategic objectives.

BOARD ROLE IN ESG RISK OVERSIGHT

The responsibility for Wynn Resorts' Environmental, Social, and Governance Program is overseen by the Board of Directors and the Chief Executive Officer. The development of policies, strategies, and goals related to the program is overseen by the Executive Vice President and General Counsel. The Chief Sustainability Officer is responsible for the program's operational execution.

This ESG Report has been reviewed and approved by the CEO, with input from the Chief Financial Officer, the Executive Vice President and General Counsel, the Chief Communications Officer, and the Chief Accounting Officer.

The Board's goals are to build shareholder value, promote vitality in the Company's operations, and ensure sustainability for its stakeholders. To achieve these goals, the Board oversees the Company's potential risks to its customers, employees, and communities. The Board observed the following practices in 2024:

- The Board assesses risks to long-term strategic objectives, including threats to our people and communities. The Company addresses these risks through Environmental, Social, and Governance initiatives.
- The Board reviews and approves management's process for identifying, managing, and mitigating these risks. While the Board is responsible for overall risk oversight, it assigns certain areas of risk oversight to its Committees and the Company's Compliance Committee.
- The Company maintains a Compliance Program that features an independent Compliance Committee comprised of individuals with extensive familiarity with law enforcement, regulated businesses, ethics, and gaming compliance who are not otherwise affiliated with the Company. The Committee oversees and ensures that the Company meets or exceeds its strict policy to conduct business at the highest levels of honesty and integrity.
- Throughout the year, the Board, its Committees, and the Company's Compliance Committee receive reports from management, including information regarding major risks and exposures facing the Company and the steps management takes to monitor and control them. The Company has established several channels to allow direct communication of risks from employees or guests to the Board of Directors.
- Throughout the year, the Board, its Committees, and the Company's Compliance Committee dedicate part of their meetings to reviewing and discussing specific risk topics in greater detail.

Governance

CODE OF BUSINESS CONDUCT AND ETHICS

Wynn Resorts' Code of Business Conduct and Ethics articulates the Company's dedication to lawful and ethical business practices. It aims to ensure that all Wynn Resorts team members act lawfully and with honesty and integrity. These guidelines benefit our stakeholders by fostering consistent values throughout the Company and ensuring adherence to all relevant laws and regulations. As part of our commitment to high ethical standards, new and existing employees must complete annual training on the Code of Business Conduct and Ethics. This thorough training guarantees that every team member and employee is familiar with our ethical guidelines and understands their significance in our daily operations.

Our business depends on our team's reputation for integrity and principled business conduct.

The Code of Business Conduct and Ethics sets forth Wynn's unwavering commitment to conducting our business in accordance with the highest ethical standards.

The Code applies to officers, members of the Board, members of the Compliance Committee, employees, certain vendors, tenants, consultants, and business partners who work on our premises or on our behalf. The Company's commitment to conducting business ethically is everyone's responsibility and is overseen by the Board.

ANTI-CORRUPTION

Wynn Resorts' Anti-Corruption Policy, which applies to Wynn Resorts and our subsidiaries, ensures that all business practices fully comply with applicable anti-corruption laws. The policy strictly prohibits any form of bribery, corruption, and money laundering, including, but not limited to, any offers, payments, or promises of value given to influence decisions or secure improper advantages in business dealings. This includes transactions involving government officials, private-sector employees, and other third parties. All charitable donations, sponsorships, and contributions are disclosed to our independent Compliance Committee to ensure transparency and integrity.

Board members and all employees, including senior executives, receive regular training on our Anti-Corruption Policy and are required to immediately report actual or potential violations of Company policy or anti-corruption laws, whether by employees or third parties, to the Chief Global Compliance Officer (CGCO). The CGCO, who reports to the independent Compliance Committee, is responsible for the Company's compliance with the Anti-Corruption Policy.

99% OF ENCORE BOSTON HARBOR EMPLOYEES

completed annual compliance training by the close of 2024.

98% OF WYNN LAS VEGAS EMPLOYEES

completed annual compliance training by the close of 2024.

Governance

ANTI-MONEY LAUNDERING

Wynn Resorts adheres to the American Gaming Association's Best Practices for Anti-Money Laundering (AML) Compliance. Each of the Company's AML business units undergoes a periodic money laundering risk assessment, which informs our AML compliance policies, procedures, and controls. We follow industry best practices to maintain an effective AML program, which includes:

- Establishing a system of internal controls, policies, and procedures to ensure ongoing compliance with AML requirements.
- Ensuring independent testing of AML compliance with a scope and frequency that matches the money laundering and terrorist financing risks present.
- Training casino personnel, as warranted, for individual jobs, identifying unusual financial transactions or suspicious activities, recording and aggregating currency transactions, and the casino's compliance policies and procedures.
- Designating an individual or individuals responsible for assuring day-to-day AML compliance within each AML business unit.
- Providing adequate resources to compliance functions.

The Company's Board of Directors is responsible for ensuring the Company's implementation and maintenance of an effective AML compliance program. To meet this responsibility, the Board receives periodic reports on AML compliance from the Chief Global Compliance Officer, who is responsible for the day-to-day administration of the Company's overall compliance plan. Each of the Company's AML business units includes a qualified AML officer responsible for developing, implementing, and managing that business unit's AML compliance policy. Each AML business unit conducts regular auditing to maintain compliance with all applicable laws and regulations. In addition, each AML business unit undergoes regular independent testing of its AML compliance program by Wynn Resorts' Internal Audit Department.

FACILITATION OF NON-COMPLIANCE REPORTING AND WHISTLEBLOWER PROTECTIONS

To promote our commitment to lawful and ethical business practices, the Company provides several channels for reporting unethical behavior or violations of Company policies, including an anonymous reporting system. Reporters will not be subject to retaliation or adverse employment action because of a good-faith report of suspected misconduct or for assisting in any investigation of suspected misconduct. Reporting information is included in our Code of Business Conduct and Ethics and Preventing Harassment and Discrimination Policy.

Governance

HUMAN RIGHTS

Wynn Resorts' commitment to human rights and fair labor practices are set forth in our policies and procedures, including:

- Code of Business Conduct and Ethics
- Preventing Harassment and Discrimination Policy
- Anti-Corruption Policy
- Anti-Human Trafficking Policy
- Safety and Health Policy
- Workplace Violence Policy

These policies reflect the pillars of protect, respect, and remedy set forth in the United Nations Guiding Principles on Business and Human Rights and align with the United Nations Universal Declaration of Human Rights. Wynn follows fair labor practices in compliance with all applicable laws and regulations, promotes diversity in our workforce, condemns human trafficking or forced labor in accordance with the International Labour Organization (ILO) Forced Labour Convention, and encourages workplace health and safety for all employees. The Company's policies ensure the freedom of association and the right to choose a collective bargaining representative, if desired, in accordance with the National Labor Relations Act, without fear of reprisal, intimidation, or harassment. To eradicate complicity in human rights violations, the Company regularly reviews relevant policies and principles to maintain and improve systems and processes related to our operations.

PREVENTING HARASSMENT AND DISCRIMINATION

Wynn Resorts provides all employees with a safe work environment where they are treated with dignity and respect. The Company does not tolerate offensive, demeaning, insulting, or otherwise derogatory conduct, whether between employees or persons doing business with or for the Company, including guests and vendors. For inappropriate conduct, the Company takes disciplinary action, up to and including termination of employment.

Wynn Resorts believes everyone has a role in creating a positive, safe, and respectful work environment. All employees are required to follow and help enforce the Company's anti-harassment and discrimination-related policies and to advise the Employee Relations Department, the Compliance Officer, the Legal Department, or one of our hotlines if they believe those policies have been violated. The Company does not tolerate retaliation against anyone reporting such behavior.

The Preventing Harassment and Discrimination Policy supports equal opportunity in employment to all persons regardless of race, color, national origin, sex, pregnancy or pregnancy-related conditions, actual or perceived sexual orientation or gender identity/expression, age, religion, active or retired veteran status, genetic information or ancestry, disability, history of disability or perceived disability, or any other basis protected by federal, state, or local law or ordinance, or regulation. This policy also prohibits harassment and discrimination in employment, including hiring, promotion, assignment, discharge, benefits, compensation, and training.

Employees receive guidance and support in responding to disrespectful behavior, with reporting structures in place to ensure each situation is handled with an appropriate response that upholds the Company's standards of conduct and workplace safety. Annual mandatory compliance training reinforces this core tenet.



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