



Encore

Wynn

Wynn

RESORTS
Sustainability
Report 2017



A Message from Matt Maddox

CEO, WYNN RESORTS

Wynn Resorts is a company dedicated to excellence. That dedication is expressed in our attention to detail, in our guest service, in our singular dining experiences and in hundreds of other ways.

Our focus on excellence also extends to our commitment to social responsibility. We work to be the leader in community development, in environmental stewardship and in developing new leaders both inside and outside the company.

Over the years, the culture of Wynn Resorts and the individual passion of our employees has made giving back a part of who we are. No corporate program can replicate authentic compassion, and we continue to harness this powerful spirit.

The spirit of service in the hearts of our employees has naturally led to their involvement in diverse volunteer activities ranging from work with school-age children, disadvantaged families, environmental cleanups, and more.

Our employees care and they serve, and it is imperative that the company continues to support this. To that end, I recently announced that the company will expand its policy that allows both salaried and hourly employees to be paid for time spent in community service. Other incentives promoting community engagement and volunteerism will continue to be rolled out in the coming months.

This year, we will focus on investing in our employees and their families.

A major portion of our efforts will be to examine the gender equality issues we as a country and a corporation face.

Last year, Wynn Resorts moved into a leadership position in environmental stewardship. In the past 12 months, the company invested more than \$12 million in renewable energy resources through solar installations at our Las Vegas resort and in Northern Nevada at the Wynn Solar Facility that will power 100 percent of our power requirements for our new lagoon and convention facility expansion.

In Massachusetts, Encore Boston Harbor is being built upon the site of a former chemical plant. The complete remediation of that site, at a cost of \$30 million, has been heralded as one of the best examples of environmental stewardship on the East Coast. We are also investing more than \$9 million in diverse renewable technologies such as battery storage, co-generation facilities, and solar power.

This year, we will focus on investing in our employees and their families. A major portion of our efforts will be to examine the gender equality issues we as a country and a corporation face. As we do so, we are committed to making the changes needed to eliminate gender inequality at all levels of our company to include our executive and management teams, and create opportunities for development and leadership. We will also partner with organizations that are addressing these critical issues in our communities.

The dedication of our 25,000 employees to guest service is reflected in our Forbes Five Stars. This report shows the equal dedication our employees have to community service and environmental stewardship.



MATTHEW MADDOX, CEO

01

Welcome to Wynn Resorts

Wynn Resorts, Ltd., is the highest rated resort company in the world, holding 16 Forbes Five-Star awards across three resorts located in the United States and the Macau Special Administrative Region of the People's Republic of China. Since the company's founding in 2002, our success has been tied to an unwavering dedication to excellence that extends to everything we do. Whether it's the management principles we have in place or how we care for the environment, the community and our valued employees, we embrace and insist upon quality at every turn.

Wynn Resorts is headquartered in Las Vegas, Nevada, and is traded on the Nasdaq Global Select Market under the ticker symbol WYNN. Wynn Resorts owns approximately 72 percent of Wynn Macau, Ltd., which is traded on the Hong Kong Stock Exchange.



Wynn Resorts at a Glance

2017



LAS VEGAS,
NEVADA

Wynn Las Vegas
Encore



PEOPLE'S REPUBLIC
OF CHINA

Wynn Macau
Wynn Palace



BOSTON,
MASSACHUSETTS

Encore
Boston Harbor
(Under construction)



25K

Employees globally

\$6.3B

2017 Revenue

See our most recent **Form 10-K**
for complete financial information



WYNN LAS VEGAS

Our flagship resort, Wynn Las Vegas, opened in 2005 and is credited with setting a new standard for luxury accommodations and unparalleled service that redefined the guest experience in Las Vegas. Including its second tower, Encore, the resort totals 4,750 rooms, suites, and villas nestled among an unrivaled selection of continuously evolving dining, entertainment, salon, spa, convention, and nightlife offerings. Our new Strip-front retail expansion, Wynn Plaza, is set to open in late 2018; and our most innovative multi-use development to date, which includes a lagoon and meeting space expansion, is currently under construction on the former Wynn golf course.



WYNN MACAU

Opened in 2006, Wynn Macau was the first Las Vegas-style integrated resort located in the Macau Special Administrative Region of the People's Republic of China. With two luxury towers, Wynn and Encore, the waterfront resort welcomes guests via an atrium with public entertainment experiences leading to 1,008 elegantly appointed rooms, fine dining and shopping esplanades in lavish surroundings, and indulgent spas. Wynn Macau has the distinction of being the only resort in existence with eight Forbes Five-Star awards.



WYNN PALACE

Wynn Palace is our second integrated resort in Macau, opened in 2016. Its design and architecture is an homage to Chinese culture. With 1,706 rooms, including five Garden Villas hailed by *Architectural Digest* as "beyond belief," the interior is a spectacular floral-themed display of exceptional materials and rare original artworks curated over six years. The resort earned a coveted Forbes Five-Star triple crown for hotel, spa, and restaurant in its first year of ratings eligibility in 2018, and is the world's only Five-Star resort with more than 1,000 rooms.



ENCORE BOSTON HARBOR

Located in Everett, Massachusetts, Encore Boston Harbor, will open in 2019. Situated on 33 acres along the scenic Mystic River, the resort will allow for public enjoyment of a waterfront that has been restored to its natural beauty. Revitalized during a \$30 million remediation effort that was fully funded by Wynn, what was once a toxic and abandoned industrial site has become a thriving ecosystem with a newly-created living shoreline and paths that provide access to Boston Harbor. Cutting-edge sustainable energy and environmental conservation systems have been pioneered specifically for this resort, making it one of the most eco-conscious developments in the country.



EXTERNAL RECOGNITION

Conde Nast Traveler's 2017 Gold List

Wynn Las Vegas named the best resort in Nevada for the 10th time

FORTUNE Magazine's 2017 World's Most Admired Companies

Highest ranking casino resort on list in the hotel, casino, and resort category

FORTUNE Magazine's 2017 Global 2000 World's Best Employers

Wynn made this inaugural list based on the recommendations of employees

Human Rights Campaign Corporate Equality Index

Wynn Las Vegas awarded a perfect score for the sixth consecutive year for corporate policies and practices related to LGBTQ workplace equality

02

Our Sustainability Journey

Sustainability at Wynn Resorts means providing luxurious, service-driven hospitality in a manner that respects people, communities, and the environment. For more than 10 years, we have adhered to this approach, and we continue to make strides on our journey of continuous improvement in the way we govern, manage, and operate our company.

Board Spotlight



PATRICIA MULROY WYNN RESORTS DIRECTOR SINCE 2015
SERVES ON CORPORATE GOVERNANCE
AND COMPLIANCE COMMITTEES

Patricia Mulroy brings a wealth of sustainability knowledge and credentials to our board of directors. She is currently a Non-Resident Senior Fellow for Climate Adaptation and Environmental Policy for the Brookings Institution. She has served on Global Agenda Council on Water of the World Economic Forum, was Nevada's representative on Colorado River Basin issues, served as General Manager of the Southern Nevada Water Authority and as the General Manager of the Las Vegas Valley Water District.

In April 2018, our board of directors expanded to 11 members, with the appointment of Betsy Atkins, Dee Dee Myers and Wendy Webb as independent directors. The board now comprises 36 percent women, putting Wynn in the top 40 S&P 500 companies in terms of female board representation.



All employees, officers and directors, agents, and representatives of Wynn Resorts and its affiliates must comply with our **Code of Business Conduct and Ethics** (Code), which has been approved by our board of directors. The Code provides employees with guidance and contacts for asking questions and for reporting behaviors that might be in violation of its principles. Because the Code covers such topics as diversity and inclusion, conflicts of interest, political activities, information security, and more, it is foundational to our sustainability commitment. The Audit Committee of our board of directors has responsibility for periodic review and recommendations regarding the Code, as well as other matters of compliance and risk assessment, giving the Committee important oversight of our sustainability journey.

While Wynn Resorts has long been a good steward of the environment, we are in the process of formalizing an Environmental Management Policy that addresses four key drivers of environmental impact: energy, water, waste, and purchasing. For each of these environmental impact areas, a more detailed policy is being developed:

Energy and Emissions Reduction Policy

Water and Wastewater Reduction Policy

Waste Reduction Policy

Environmentally Preferable Products
Purchasing Policy

The Culture and Community Department supports diversity and inclusion, gender equality, fair treatment in the workplace, and employee charitable efforts in the communities Wynn Resorts serves.



MAJOR NEW INITIATIVES PROMOTE GENDER EQUALITY AND MORE

Among the most exciting and significant new developments in our sustainability journey are the establishment of an expanded Culture and Community Department and the first major initiative of that department, our new Women’s Leadership Forum. These actions recognize both society’s increased focus on these issues, as well as situations that have come to light in our own company.

The Culture and Community Department supports diversity and inclusion, gender equality, fair treatment in the workplace, and employee charitable efforts in the communities Wynn Resorts serves.

The Women’s Leadership Forum is designed to further close the gender gap in management, provide career growth opportunities for female employees at all levels, create pay and title equity, and ensure a safe workplace. More information about these important initiatives can be found on [Pages 44-45](#).

Wynn Macau, Limited



Wynn Macau, Limited has established a dedicated Sustainability Committee, co-headed by its properties' chief operating officers. The Committee reports to the president of Wynn Macau, Limited and provides information for updates to the Wynn Macau, Limited board of directors.

WYNN MACAU, LIMITED'S SUSTAINABILITY COMMITTEE ETHOS

The Sustainability Committee was established in 2017 to develop, implement, and monitor environmental, social, and governance (ESG) policies, practices, and strategies that will promote sustainable development. The Committee's duties include:

Monitor the social, environmental, and regulatory trends that may impact sustainability strategies, processes, resources, and activities.

Assess and evaluate potential disruptive technologies and innovations that may advance sustainable development.

Review and assess the effectiveness and performance of the Committee and the adequacy of the Charter and recommend any proposed changes to the corporate governance structure over sustainability.

Report and make recommendations regarding social and environmental trends, issues, and concerns in order to navigate and refine more effective sustainability pathways.

Formulate strategy, establish goals and targets, and integrate environmental, social, and governance shared values into our operations that are consistent with sustainable development.

Consider the impact that sustainability policies and practices have on internal and external stakeholders – in particular, employees, investors, guests, Macau government agencies, suppliers, local communities, and non-governmental organizations.

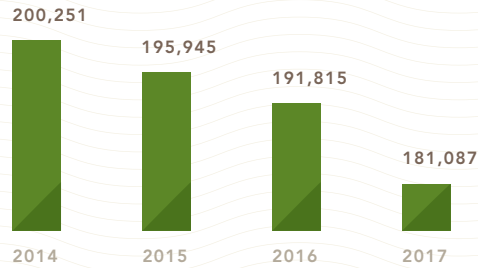
Such other duties that may arise from time to time consistent with the Committee's ethos.

03

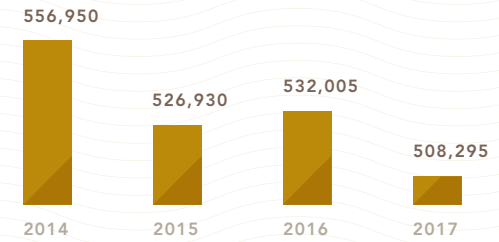
Prioritizing A Healthy Planet

Excellence permeates everything we do at Wynn Resorts, including our stewardship of the environment. We have undertaken major initiatives to curb greenhouse gas emissions through energy efficiency measures and an unprecedented reliance on renewable energy. We minimize our consumption of water and recycle or reuse much of our waste and the materials that we use. This enables us to provide the quality experience our guests expect while helping them feel good about patronizing our resorts.

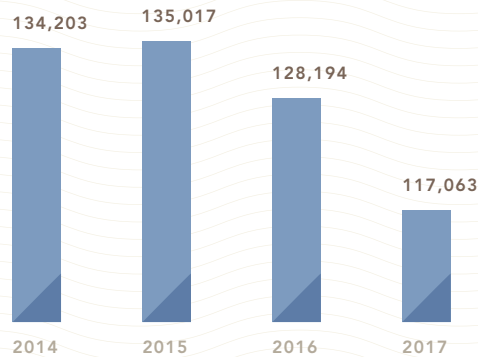
Environmental Highlights



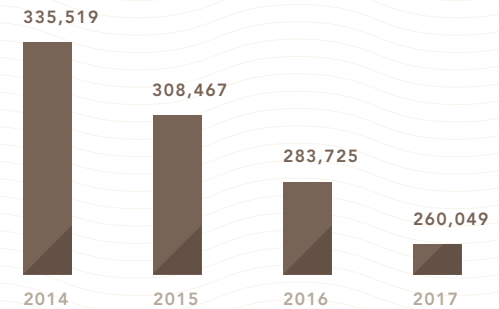
Wynn Las Vegas Power
MWH



Wynn Las Vegas Water
Gallons (x1000)



Wynn Macau Power
MWH



Wynn Macau Liquid Petroleum Gas "LPG"
Gallons



RENEWING OUR ENERGY MIX

The new 160-acre Wynn Solar Facility located in Fallon, Nevada

The Wynn Solar Facility at Stillwater

Wynn Resorts invests heavily in alternative energy with the aim to reduce environmental impact, ensure a reliable power supply, and reduce peak demand on local power grids.

In 2017, the Wynn Solar Facility was completed, a 160-acre solar energy facility located in Fallon, Nevada, that is dedicated to providing sustainable energy solely to Wynn Las Vegas. Created in partnership with **Enel Green Power North America**, one of the world's most advanced clean energy companies, the Wynn Solar Facility will begin delivering power in the first half of 2018.

Energizing Efficiently



Investing in energy efficiency is a key component of our commitment to environmental performance. Since 2012, Wynn Las Vegas has reduced its energy use by more than 100 million kW through technologies such as LED lighting. Wynn Macau also began installing energy efficient LED lighting starting in 2016, a project that is about 80 percent complete and contributed to a nearly 10 percent reduction in GHG emissions at the resort from 2016 to 2017. Encore Boston Harbor is incorporating highly efficient lighting, as well.

Up to 27 MWdc (direct current) of renewable energy, equivalent to 20 MWac (alternating current), will be used to offset up to 75 percent of the resort's current peak power requirements. This is the largest percentage of renewable energy used by any resort in Las Vegas, and an industry first for a gaming operator in Nevada. With this renewable energy resource offsetting such a sizable percentage of Wynn's peak power needs, the resort will far exceed requirements outlined in the **Nevada Renewable Portfolio Standard**

Wynn Las Vegas will eventually use the Wynn Solar Facility to power its latest 300,000 square foot Meetings and Conventions space expansion with 100 percent renewable energy, making it one of the most environmentally conscious planned developments in Las Vegas.

Combined with the recently installed solar panels covering 103,000 square feet of Wynn's rooftop, the renewable energy generated will eliminate 33,734 metric tons of CO₂ emissions from the environment annually and can power the equivalent of more than 5,000 homes.

At our Encore Boston Harbor resort, we are installing a rooftop solar array capable of producing 1.5 megawatts of power, which will be integrated into the property's conventional supply. But there's nothing conventional about the cutting-edge battery storage project we announced in partnership with **Tesla** in early 2018. Together we were awarded \$1.1 million by the **Massachusetts Clean Energy Center** for the installation of utility scale battery storage. Encore Boston Harbor will be able to reduce its demand on the electrical grid and provide critical reliability during outages on the local power grid thanks to the combination of this battery storage capacity and our on-site solar and combined heat and power plant.

Investing in energy efficiency
is a key component
of our commitment to
environmental performance.

[▶ View this video](#) to learn more
about Wynn's solar initiative



35,000

*metric tons of GHG emissions will be avoided annually by
the combined output of Wynn Resorts solar projects,*

ENOUGH TO POWER 5,000+
residential homes every year.

GOING FOR THE GREEN



Wynn Resorts designs, builds, and operates our properties in a manner consistent with widely recognized green building standards. Wynn Las Vegas resorts have achieved equivalency with the **U.S. Green Buildings Council's (USGBC) Leaders in Energy Efficient Design (LEED)** program at the Gold level. LEED is a rating system that evaluates the environmental performance of buildings and encourages market transformation toward sustainable design. Because we allow guests to smoke tobacco products in our casinos, like many other Las Vegas resorts, we are not eligible for official LEED certification, but we have met all other requirements. Some of the features that have earned us this distinction include the installation of energy recovery ventilation units, guest room energy management systems, sustainable wood products and LED lighting in public areas, guest rooms, parking garages, and exterior fixtures.

We also plan to pursue LEED Gold certification at our Boston Harbor resort.

In addition, we are pursuing **Green Globes** certification for our Las Vegas properties. Similar to LEED, Green Globes certification recognizes sustainable building design and operations, but is more international in its focus than the LEED program.

FLIPPING THE SWITCH TO GREEN DATA

In an ongoing effort to reduce our carbon footprint and increase clean energy use, the information technology infrastructure for Wynn Las Vegas, housed at Switch, is powered by 100 percent renewable energy. Switch recently announced that in 2017 it was able to retire over 850 geothermal and solar renewable energy credits on behalf of Wynn Las Vegas. Independently tracked and verified, each renewable energy credit is proof that 1 megawatt-hour (MWh) of electricity was generated from an eligible renewable energy resource and delivered to the energy grid.

GREENING SHUTTLE BUS SERVICE IN MACAU

Shuttle buses provide transport services in Macau from the immigration borders and ferry terminals to resort destinations. We work closely with the Macau Transport Bureau to coordinate transport solutions and recommend the most effective routes.

When Wynn Palace began operations in August 2016, transport routes from immigration borders to Wynn Macau in the city center and Wynn Palace in Cotai were merged. This created economies with bus operations going to both properties through a shorter route, saving fuel, labor costs and contributing to emission reductions, while still giving our guests utmost comfort and ease of travel.

In 2017, Wynn Macau formed a 50/50 joint bus operation with a neighboring casino resort. The joint operation reduced the number of buses required and increased occupancy per bus, reducing average kilometers and fuel consumption.

GOING ELECTRIC

Furthering our sustainability targets, we are fully supportive of and engaged in Macau Transport Bureau's new green transportation program to begin replacing diesel-powered buses with green buses in Macau beginning 2018. This program is set for completion of all bus fleets by 2022. The savings of fuel and reduced emissions will be significant. Wynn Palace will place into service eight electric buses in 2018.

CONSERVING PRECIOUS WATER RESOURCES IN LAS VEGAS

Wynn Las Vegas is removing portions of the golf course adjacent to the resort and will replace it with a new resort development that includes expanded convention space and a 25-acre lagoon.

To accommodate the new expansion, over 56 acres of irrigation-dependent grass and landscaping, as well as two lakes and streams, will be eliminated. This will reduce Wynn Las Vegas' domestic water consumption by at least 100 million gallons annually. That yearly reduction in use is equivalent to the amount of water used to fill 148 Olympic size swimming pools every year.

The new lagoon will be filled and maintained with on-site well water that was previously used to maintain the golf course, rather than accessing domestic water supply. By removing 40 percent of the existing golf course, the new development will reduce the amount of well water consumed for landscaping and irrigation and increase the ability to use that same water for non-potable applications such as new and existing cooling towers. The ability to use the well water for cooling tower applications represents a direct one-to-one reduction in municipal water use by Wynn Las Vegas.

REUSING, RECYCLING, RECLAIMING

Our resorts have innovative reuse and recycling programs in place for everything from food waste and soap to items left behind by our guests, in order to further our commitment to resource conservation.

SINGLE-STREAM RECYCLING AND ASSET RECOVERY

Wynn Las Vegas has implemented a wet-waste single-stream recycling program used to capture the value of a variety of materials at once. We use this method to collect and sort food and landscape waste, and recyclables such as paper, plastic, and cardboard. The reclaimed materials are repurposed for various commodity streams or sustainable food sources for local farm animals.

We also have an asset recovery system in place that reclaims items that have been inadvertently discarded in the trash by our guests. This includes flatware, dinnerware, glassware, linens, and more. Not only does this program keep these valuable items from entering landfills, it saves us a significant amount of money each year.

\$215K

saved

156K

*items reclaimed through
our Asset Recovery program*



CLEAN THE WORLD

The simple act of washing one's hands can be life-saving, according to the **Center for Disease Control**. But not everyone has access to the hygiene products they need. That's where **Clean the World** comes in. This nonprofit organization collects and recycles soap and other hygiene products discarded by the hospitality and similar industries daily and prevents millions of hygiene-related deaths by donating and distributing these products to people living in poverty.

Our Macau properties have worked with Clean the World for the past six years, resulting in the recycling of 13 metric tons of soap. More recently, Wynn Las Vegas has been working with the nonprofit, as well. Clean the World has distributed more than 44 million bars of soap to over 127 countries with the help of companies like Wynn Resorts.

44M+
bars of soap

127+
countries

FISHING SUSTAINABLY

Wynn Las Vegas provides the seafood for our award-winning restaurants through an ocean-to-table sourcing model that relies on independent fishermen. This practice enables a quick turnaround time for seasonal delicacies with most dishes served 24 to 48 hours after delivery. Wynn Las Vegas only serves line-caught seafood in its fine dining restaurants to avoid unintentionally trapping marine life, and carefully inspects all species to ensure all catches are properly identified upon delivery.





GROWING CONSERVATION EDUCATION

Wynn Las Vegas works with **Green Our Planet**, a nonprofit conservation organization that brings experiential learning through outdoor garden classrooms to students attending local Title I schools, which are defined by having more than 40 percent of students come from low-income families.

Our sponsorship of Green our Planet has enabled the organization to build four outdoor garden classrooms that impact more than 4,000 students in the Las Vegas area. Weekly garden workshops immerse students in science, technology, engineering, art, and mathematics (STEAM) education through the real-word application of growing local produce.

The outdoor gardens give students and their teachers opportunities outside of traditional classroom settings. They have been able to enhance their business development skills by hosting farmers markets, using produce grown in the classroom garden. Students also learned about nutrition to complement their growing efforts in the gardens.

Wynn's involvement goes beyond monetary investments, with employees also supporting the local missions. Our professional chefs have held cooking demonstrations for students using fresh produce from the garden classrooms that emphasize health and wellness through a balanced diet. Wynn employee volunteers have also helped maintain and expand gardens at each of the schools.

Wynn's involvement goes beyond monetary investments, with employees also supporting the local missions.

Green Our Planet Highlights



10,000

pounds of organic food grown from 30 garden beds

30

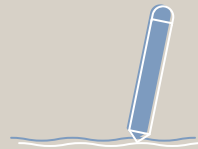
fruit trees
planted

18

farmers markets held
for the community

12

teachers received
advanced training



2,200

students participated in
18 chef demonstrations



1.2M

gallons of water saved each year from the
grass removed to plant the raised beds

“Encore Boston Harbor has been an important partner in changing the narrative of the Mystic River and a vital source of financial support. Through the design of a living shoreline and by embracing the beauty of the Mystic, Wynn is leading the way for other investment in this river, as well.”

PATRICK HERRON, EXECUTIVE DIRECTOR
MYSTIC RIVER WATERSHED ASSOCIATION



FOCUSING ON RESTORATION: ENCORE BOSTON HARBOR

Our new waterfront resort, Encore Boston Harbor, is being built on a former industrial property near the mouth of the Mystic and Malden Rivers. Once a healthy tidal marsh and home to a productive oyster bed, the future site of Encore Boston Harbor was later transformed for industrial use without proper consideration for the environment, and then abandoned for decades.

As part of this \$2.5 billion project, we are remediating the location, revitalizing key stretches of riverfront. We’ve invested more than \$30 million to restore the site to productive use through a three-part process.

First, we focused on site remediation where we successfully removed more than 630,000 tons of soil. Then we concentrated on restoring the harbor, dredging 25,000 cubic yards of the harbor bottom, and capping more than seven acres.

Capping is a process designed to make the harbor bottom sturdy by filling in the area with sediment, gravel, rock, or other solidifying materials. This process creates a habitat where clams, crabs, oysters, and other life can thrive.

Finally, we are creating a living shoreline, planting a salt marsh along the shore and our new property. We’re complementing these efforts with a partnership with **Mystic River Watershed Association** (MyRWA), experts in protecting and restoring the Mystic River, its tributaries, and watershed lands.

After completing the restoration, we’ll create an Encore Harbor walk adjacent to the property, offering a breathtaking waterfront park for residents and guests to enjoy. The park will link to existing paths around Boston Harbor and will open a stretch of shoreline to the public for the first time in more than a century.

Supporting MyRWA



Encore Boston Harbor supports MyRWA through monetary donations to help fund the organization's Greenways Initiative. This ongoing project aims to open more than three miles of shoreline and improve parks and paths in nearby communities. MyRWA has involved nearly 400 community members, municipal leaders, and businesses in reimagining the riverbanks by removing contaminated soil and invasive species.

BENEFITS OF A LIVING SHORELINE

Provides a natural bank stabilization

Increases biodiversity

Creates habitat for aquatic and terrestrial species

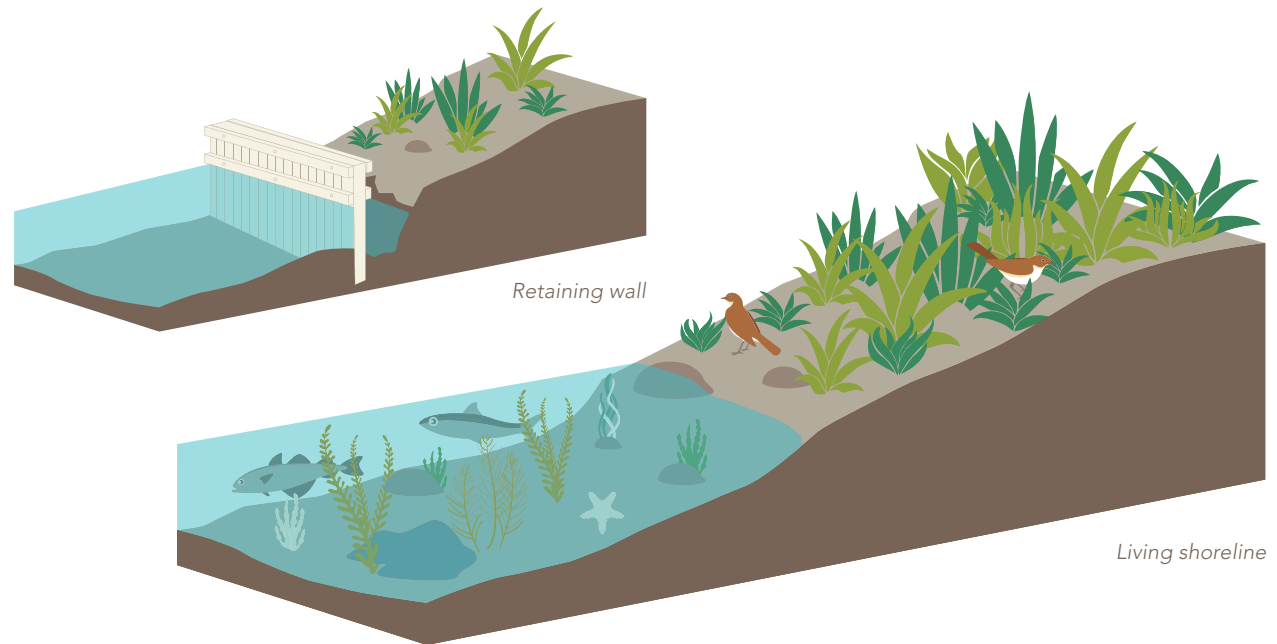
Returns the waterfront back to its natural beauty

Provides protection for surrounding riparian and intertidal environments

Helps reduce carbon dioxide while increasing coastal resilience

Improves water quality via filtration of upland runoff

Uses a variety of structural and organic materials, including wetland plants, coir fiber wrap, sand fill, and stone



DETAILED ENVIRONMENTAL DATA

	WYNN LAS VEGAS			WYNN MACAU/PALACE			COMPANY TOTALS		
	2015	2016	2017	2015	2016	2017	2015	2016	2017
Energy Consumption									
Direct Energy Consumption (natural gas, diesel fuel, LPG - 1,000 gigajoules)	549.8	553.4	533.1	94.3*	91.0*	205.5	644.1	644.4	738.6
Indirect Energy Consumption (purchased electricity - 1,000 gigajoules)	705.4	690.5	651.9	486.1*	461.5*	1,022.7	1,191.5	1,152.0	1,674.6
Total Energy Consumption (1,000 gigajoules)	1,255.2	1,243.9	1,185.0	580.4*	552.5*	1,228.2	1,835.6	1,796.4	2,413.2
Energy Intensity (1,000 gigajoules per 1,000 square feet)	-	-	-	-	-	-	.16	.16	.15
Water Use									
Total Water Withdrawal (1,000 gallons)	526,930	532,005	508,295	290,714	407,123	609,815	817,644	939,128	1,118,110
WASTE (metric tons)									
Total Waste	8,857	8,208	8,733	5,831	8,230	12,288	14,688	16,438	21,021

*Energy data for Wynn Palace is *not included* for the years 2015 and 2016. The resort was not in operation in 2015 and was in operation for only a few months in 2016. In order to simplify the calculation of our energy intensity measure, we have opted to uncouple Wynn Palace data from 2016. Water and waste data for Wynn Palace is included for 2016, however, and energy data is included for 2017, its first full year of operation.

Energy, water, and waste information is based on vendor reports.

We are in the process of mapping our greenhouse gas footprint and anticipate reporting this information in the future.

04

Fortifying Vibrant Communities

Wynn believes that a strong community is built by the compassion of its members. Our commitment to excellence is reflected in how we strive to make a difference in the communities where our employees and guests live and work. Combined with the generosity of our employees, we help those less fortunate, support veterans, foster education, cultivate a sense of community, and lend a helping hand when disaster strikes.

2017 Giving Highlights

Wynn Las Vegas and Encore Boston Harbor

\$11M

invested in our communities



125+

company-sponsored volunteer events



\$470,000

in employee contributions with matched donations

100+

nonprofit partner organizations supported

19,000+ volunteer hours

Wynn Macau and Wynn Palace

\$13M

in donations were given to local organizations in Macau



our staff contributed

3,000+

hours of volunteer work to benefit the community



WYNN EMPLOYEE FOUNDATION

The Wynn Employee Foundation helps our employees personally impact their communities. Employees are encouraged to participate in initiatives of their choice and serve as advocates for important issues.

The Foundation's Employee Advisory Council is composed of 12 employees representing a variety of departments who engage members directly in the grant making process, reviewing grant requests, and providing recipient recommendations.

Employee Contributions – Wynn employees can choose from more than 150 nonprofit organizations, allowing them to contribute to causes close to their hearts.

Corporate Matching – Through the Foundation, Wynn employees are able to double their impact with Wynn Resorts matching up to \$1,250 per employee.

WYNN LAS VEGAS COMMUNITY ENGAGEMENT



Rock legend John Fogerty performs at the groundbreaking ceremony for the Veterans Village Crisis Intervention Center.

BUILDING HOPE WITH NEW CRISIS INTERVENTION CENTER AT VETERANS VILLAGE

Many veterans struggle to reintegrate into society and find a place to call home after serving our country. To help the cause, Wynn Las Vegas donated \$350,000 to **Veterans Village**, an organization that offers transitional housing and reintegration programs to help homeless veterans achieve self-sufficiency. But that was just the beginning.

In September 2017, Veterans Village-Downtown Las Vegas held a groundbreaking ceremony to introduce plans for a new 3,500 square foot Crisis Intervention Center, and to launch a new fundraising campaign called Helping Today and Honoring Tomorrow.

Wynn's Design and Development Vice President rallied more than 100 community partners and trade unions to donate more than \$1 million in materials and labor to complete the work. Most incredibly, the Center was slated to be constructed in 10 days beginning November 1, with an opening date of Veterans Day, November 11, 2017.

John Fogerty, a U.S. veteran and Wynn Las Vegas headliner, showed his support by speaking at the groundbreaking event about his passion for stronger and more consistent services for veterans after their service to our country has ended. As a special surprise, Fogerty performed alongside his son, Shane, to a crowd of veterans, who currently receive assistance from Veterans Village. Fogerty and his wife, Julie, helped launch the new fundraising campaign by making a personal donation of \$5,000.

The Center opened on Veterans Day as planned and is now a home base for Veterans Village where hundreds of veterans in need are cared for with the utmost compassion, providing hope during desperate situations. The Center also features a public memorial honoring the tremendous sacrifices veterans have made for our country, and provides the community with a peaceful and permanent place to recognize and remember veterans.



[▶ View this video](#) to learn more about the building of the Veterans Village Crisis Intervention Center

“Veterans Village and our United States veterans are grateful for our partnership with Wynn Las Vegas. This collaboration of humanitarianism is the essence of American volunteerism, and brings about real change for our U.S. veteran heroes.”

ARNOLD STALK, PHD,
FOUNDER, VETERANS VILLAGE LAS VEGAS



SUPPORTING SHANNON WEST HOMELESS YOUTH CENTER

Nevada has the highest rate of unsheltered homeless youth in the country. To address this serious issue, Wynn Las Vegas partnered with HELP of Southern Nevada's Shannon West Homeless Youth Center in early 2018, in an effort to connect with and mentor many of these young people. The Center provides services for youth who are homeless or at risk of becoming homeless, by offering residential and day programming to help guide them to self-sufficiency.

More than 30 volunteers from the **Wynn Las Vegas Nightlife** team planned an afternoon of games, karaoke, and other fun activities for residents. One of our DJs entertained in the Center's multi-purpose room. Wynn Las Vegas will continue to support the Center by planning events to interact with residents and provide mentorship opportunities to help them achieve their education and employment goals.

LEGAL AID OF SOUTHERN NEVADA

In 2016, Wynn Las Vegas committed a total of \$500,000 in direct contributions to Legal Aid Center of Southern Nevada in a multi-year agreement that continues a longstanding partnership.

Southern Nevada's premier legal services nonprofit has helped Wynn bolster its Employee Citizenship program by providing free services to those pursuing their naturalization (see **Page 48**). The process can be difficult and confusing, particularly if an applicant does not meet certain criteria. The attorneys and staff at Legal Aid have made the process easier for employees, and led to the successful attainment of citizenship for dozens of recent program graduates.

Wynn's contributions do more than simply facilitate the Citizenship Program partnership. Legal Aid will use the funding to continue to expand the variety of free or low-cost legal services it provides, including representation to victims of fraud, domestic violence, and support to children in the foster system.

HELPING CLOTHE THE HOMELESS

Nevada Partnership for Homeless Youth

In furthering our efforts to serve Nevada's homeless youth, Wynn Las Vegas employees donated their time to knit more than 40 hats and scarves for the Nevada Partnership for Homeless Youth (NPHY). NPHY provides a stable environment and educational programming to help homeless teens achieve self-sufficiency.

Wynn Las Vegas employees donated their time to knit more than 40 hats and scarves for the Nevada Partnership for Homeless Youth (NPHY).

Project 150

In 2017, Wynn Las Vegas employees and convention attendees collected more than 10,000 pairs of socks for Project 150, a nonprofit organization that serves homeless high school students in the Las Vegas area. Employees held collections at our offices and **IMEX America**, an exhibition for incentive travel, meetings, and events. Wynn Las Vegas also matched \$1 for every pair donated, contributing more than \$10,000 to the organization.



HURRICANE HARVEY RELIEF

Volunteers from Wynn Las Vegas, as well as staff based in Houston, worked over the course of three weeks to distribute more than \$3 million in financial aid to victims of Hurricane Harvey. Working with local emergency response partners and the **Houston Habitat for Humanity**, 40 volunteers came together to assist 1,500 families impacted by the storm.

It was an emotional experience for all, particularly those being helped. The Wynn Las Vegas team provided much needed relief and witnessed firsthand the devastating effects of the hurricane on Houston and surrounding communities. Perhaps the most important part of the effort was the time volunteers spent visiting with families and hearing their stories. At a time when a community was struggling to rebuild, our presence made a significant positive impact.

40 volunteers came together
to assist 1,500 families impacted
by the storm.



WYNN LAS VEGAS EDUCATIONAL ENGAGEMENT

Wynn Resorts has been supporting public education in Southern Nevada for decades. This includes monetary contributions from the Wynn Employee Foundation and extensive volunteerism from our employees who are well-known faces at these schools, assisting teachers and administrators while coordinating the collective efforts of our nonprofit partners.

In 2017, Wynn Las Vegas together with our employees dedicated \$450,000 in cash and in-kind expenditures supporting Las Vegas-area elementary schools in at-risk neighborhoods. Our commitment is rooted in our support for leaders in education who have demonstrated the skill and perseverance it takes to reshape schools and build partnerships to improve student achievement.

DEAN PETERSEN ELEMENTARY SCHOOL



▶ [View this video](#) to learn more about our support of Dean Petersen Elementary School

Wynn Las Vegas' innovative *Adopt-A-Classroom* corporate partnership benefiting the Dean Petersen Elementary School in downtown Las Vegas reached its highest level of success to date in 2017.

In the three years since implementation, the comprehensive program helped the at-risk school jump from a one-star to a two-star rating with the Clark County School District, create a 95 percent teacher retention rate, and see an overall 20 percent increase in test scores.

Together with Wynn, school administrators are now working toward a coveted three-star out of five-star rating that would otherwise would have likely been out of reach.

In 2017, major partnership elements included:

Classroom Adoption and Teacher Support

More than 45 classrooms were adopted by hundreds of Wynn employees. Weekly visits to the same classroom for the entire school year provided reliable support for teachers and created vital emotional connections with students. Efforts included tutoring and translation services, preparing classrooms and materials, helping execute lessons, providing positive encouragement, organizing holiday celebrations, and much more.

Building Soft Skills and Increasing Attendance

An ongoing schoolwide effort called "Be Kind" taught students the values of kindness, respect, and sharing. The program has become instrumental in increasing attendance and helping students feel more comfortable with each other. Wynn also created a monthly dance party and special rewards program for perfect attendance, which has been a proven attendance motivator.

Repairing School Infrastructure

Wynn continued to help refurbish classrooms, common areas and lounges, including a technology upgrade. The school now functions better and is vibrant and safe, with Wynn filling the financial gap that city funding cannot.

2017 Wynn employee efforts:

1,500

volunteer hours

\$80,000

raised through weekly "food and beverage" bake sales

22,000

school supplies donated



ENCORE BOSTON HARBOR COMMUNITY ENGAGEMENT

PROMOTING TECHNICAL AND VOCATIONAL CAREER OPPORTUNITIES

New England Center for Arts and Technology

New England Center for Arts and Technology (NECAT) provides unemployed adults with a pathway to long-term employment in the food services industry. The organization offers comprehensive training paired with ongoing individualized support and employment services. The success of the culinary training program in Boston was appealing to Encore Boston Harbor, but its location in Boston made it difficult for candidates in Everett and surrounding communities

to participate. Through our partnership, NECAT secured support from the mayor of Everett and Everett Public Schools to share space at a high school. This allowed NECAT to develop an evening adult education program beginning early 2018. Encore Boston Harbor helped develop municipal relationships and regional support for this program, eventually leading to a training grant awarded by the Massachusetts Gaming Commission.

Massachusetts Girls in Trade Advisory Group

Women are traditionally under-represented in building trades like construction and carpentry. This means that many young women could be

missing out on good paying jobs and careers they may love. In order to address this situation, in 2016, Encore Boston Harbor and **Minuteman High School** founded the Massachusetts Girls in Trade Advisory Group, which comprises representatives from the Boston community, including developers, contractors, building trades unions, and government officials. The organization increases career opportunities for women in the construction trades, provides young women with information about employment and apprenticeship opportunities, mentoring, support, and role models.

The group also receives support from local educational organizations, including the Massachusetts Department of Elementary and Secondary Education, career and technical education schools and student organizations, and apprenticeship and pre-apprenticeship programs.

In early 2018, Massachusetts Girls in Trades hosted its third annual Girls in Trades Conference & Career Fair. The event drew more than 400 young women from career and technical education schools across the state.

SUPPORTING SPECIALIZED ORGANIZATIONS

Disabled American Veterans of Massachusetts

Encore Boston Harbor partnered with the **Disabled American Veterans of Massachusetts** (DAV) to develop strong ties to the veteran community, driving veteran recruitment and promoting potential business partnerships for veteran-owned businesses.

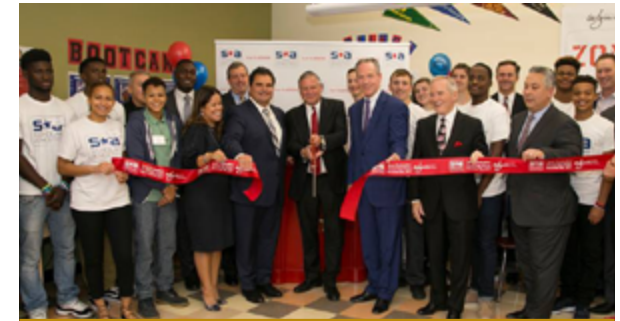
Wynn also sponsored the DAV 5K Run to Honor Veterans. Support for this event helped to ensure veterans and their families can access the full range of benefits they deserve, provide care and support during tough times, advocated for the veteran community among policymakers, and connected veterans with meaningful employment.

Encore Boston Harbor set up a hospitality tent to engage race participants and drive interest in the opportunities offered by the development project. The company participated in the annual WRKO-AM radiothon to support the DAV and share our commitment to veterans by promoting available jobs and business opportunities.

Hispanic American Institute

The **Hispanic American Institute** is dedicated to promoting social, educational, and economic development among Hispanic communities in the United States, the Caribbean, and Latin America. Encore Boston Harbor partnered with the Institute's Boston office to identify, engage, and provide technical support to minority, women, and veteran-owned businesses. The Institute helped form an Encore Boston Harbor Hispanic Outreach Committee that meets quarterly to oversee support and business opportunities throughout Hispanic communities. The success of this effort led to the creation of outreach committees serving diverse populations.

Scholar Athletes



Scholar Athletes partners with public high schools to help close the opportunity gap for thousands of students in grades 9-12. The organization's programs leverage the power of athletics and wellness to cultivate the discipline, confidence, and social-emotional skills needed to support success in school, as well as success in life. Encore Boston Harbor supports Scholar Athletes opening a new "Zone" at Everett High School. A Zone is a dedicated learning center in Everett High School staffed by Scholar Athletes professionals. These centers support academic excellence for students, and serve as a hub for other resources. The program has already seen robust participation by students.

The City Spotlights Summer Leadership Program is recognized locally and nationally as an exemplary model for arts education and creative workforce development in multicultural and diverse communities.



CONNECTING THE PEOPLE OF EVERETT

Encore Boston Harbor is located in the city of Everett, Massachusetts. We have engaged on many levels to bring people together to enhance this thriving community as part of our commitment to our host city.

Village Fest

Encore Boston Harbor partnered with the city of Everett, Massachusetts, to establish an annual music festival in the city. The result is **Village Fest**, a citywide celebration held in Everett's Village Business District that brings notable musical acts to Everett to increase the city's visibility regionally, and expose an underserved population to top musical performances. The first Village Fest took place in September 2017.

City Spotlights

The City Spotlights Summer Leadership Program, an intensive work-study leadership training program for local teens, is recognized locally and nationally as an exemplary model for arts education and creative workforce development in multicultural and diverse communities. In 2017, Encore Boston Harbor sponsored the participation of three Everett students in the program. The three Everett students, the only teens from outside of Boston to be accepted to the program, joined more than 60 peers to learn college and career readiness, community advocacy, and leadership development skills through a carefully-designed curriculum led by local teaching artists and working professionals.

LENDING AN EAR AND MORE TO MUSIC

A Company Christmas at Pops, the Boston Symphony Orchestra's holiday fundraising event with the corporate community, is an annual celebration filled with holiday fun, festive food and cocktails, and a gala performance by the renowned Boston Pops Orchestra. As a chairman's level sponsor of the 2017 event, Encore Boston Harbor supported the orchestra's education and community engagement programs and provided members of the Everett Haitian Community Center with the opportunity to come to the event. The 30 children and chaperones in attendance enjoyed a festive concert, fine dinner at the Fairmont Copley Place, and a visit from none other than Santa Claus himself.





WYNN MACAU COMMUNITY ENGAGEMENT

CREATING OPPORTUNITIES IN BUSINESS AND EDUCATION

Small and Medium-Sized Enterprises

We are committed to sourcing products and services locally to support the development of small and medium-sized enterprises (SMEs). In partnership with the **Macau Chamber of Commerce**, our procurement team hosts meetings with local businesses to discuss potential partnership opportunities.

This process has helped increase our procurement from three types of SMEs, as identified by the Macau government: Local small and micro enterprises, "Made in Macau" enterprises and enterprises by young entrepreneurs.

In 2017, we launched the Wynn Local SME Network, an initiative designed to further the development of local SMEs. Our network leverages support from the Macau government, chambers of commerce and community members to advance these enterprises. It's our hope that this network will strengthen our existing relationships and help us establish long-term partnerships with even more local SMEs.

Higher Education

In 2017, Wynn Macau donated \$10 million to the University of Macau Development Foundation to support the long-term success of the University of Macau and its Asia-Pacific Academy of Economics and Management. This effort will play a key role in developing local expertise and sharing talent throughout the region. To support the growth of neighboring countries and regions, the initiative will also provide diverse opportunities for local youth, allowing them to contribute to the economic development of the country.

CARING FOR THE COMMUNITY

Employee Volunteers



In 2017, a team of more than 1,000 employees spent more than 3,000 hours volunteering in their local communities. They participated in more than 40 different activities, distributing food hampers and decorating children's community centers for Chinese New Year. Our employees also partnered with the Youth Volunteers Association of Macau for the organization's annual Be a Volunteer Day. This year, more than 60 older adults were invited to visit the newly-opened Wynn Palace, take a ride on the SkyCab, and enjoy an indulgent lunch.

Caritas Macau's Charity Bazaar



We participated in **Caritas Macau's** Charity Bazaar for the fourth consecutive year, to help raise money to fund social services that the organization has consistently provided to the community for 63 years. The event is one of the largest in the city and incorporates food and game booths to create a fun event for the entire community. More than 100 of our employees volunteered at the event, tending game booths and entertaining guests. Even more employees attended to participate in the festivities, purchasing over 8,000 fundraising game coupons.

Fighting Hunger



In 2017, we donated more than \$37,000 to Macau Holy House of Mercy's Welfare Shop Project to distribute food hampers to 360 families in need. The project provides low-income households with food and other necessities to alleviate the financial burden caused by inflation and a high cost of living. This was the fifth year that we supported the project, donating nearly \$175,000 since 2013. This year, more than 40 employees volunteered to deliver the food hampers and supermarket vouchers to the families.

We acted immediately, allocating \$3.75 million to help the community recover from the disaster. Employees united in a companywide initiative to assist their local communities in the recovery process.



Typhoon Hato

In August 2017, Typhoon Hato struck Southern China, destroying homes and cutting off electricity in Hong Kong and Macau. We acted immediately, allocating \$3.75 million to help the community recover from the disaster. Employees united in a companywide initiative to assist their local communities in the recovery process, distributing water and supplies, cleaning up neighborhoods, and rebuilding homes.

We were particularly concerned about the economic hardships that small to medium-sized enterprises were facing as a result of the disaster. To support these local businesses, we offered affected suppliers up to 50 percent pre-payment on future orders to increase cash flow.

Joy in the New Year

Chinese New Year is the most important event of the year in Macau.

Our employees organized a series of charitable activities for the community in 2017, including:

Partnered with the **Richmond Fellowship of Macau** to sell handmade gifts for Chinese New Year to raise funds to help the organization provide comprehensive community-based mental health services for people with mental disabilities.

Partnered with the Macau Youth Volunteer Association to visit more than 90 older adults, brightening their homes with festive decorations and sharing gift packs filled with healthy food and other necessities.

Partnered with the **Lar De Nossa Senhora Da Penha** center, an organization dedicated to serving children with disabilities, to adorn the center with traditional decorations and visit with the children.

05

Engaging Employees

Without the dedication and hard work of our employees, Wynn Resorts simply could not deliver on its unwavering commitment to quality and excellence. Just as our employees invest themselves in Wynn and the surrounding communities, we invest in them by fostering a culture of diversity and inclusion, providing competitive wages and benefits, offering exceptional training and educational experiences, and looking out for their health, safety, and well-being.

Our expanded Culture and Community Department has responsibility for workplace equality and fair treatment, as well as overseeing employee charitable efforts in our communities.



2018 Initiatives of the Women's Leadership Forum

Pay Equity Study

Women's Leadership Evaluation Opportunities

Sexual Harassment and
Safe Place to Work Survey

Focus Groups

Women's Leadership Forum Town Halls

Women's Leadership Panel Discussions

Mentorships for Women

Diversity and Inclusion Training

PROMOTING GENDER EQUITY AND A GREAT WORKING ENVIRONMENT



In response to societal and business imperatives, in early 2018, Wynn Resorts established an expanded Culture and Community Department and announced its first major initiative, the Wynn Women's Leadership Forum. This demonstrates that now more than ever how we are committed to ensuring equality, creating leaders, and giving back to the communities in which we operate. The Culture and Community Department has responsibility for workplace equality and fair treatment, as well as overseeing employee charitable efforts in our communities.



The Women's Leadership Forum will be one of the most significant new initiatives introduced by the department in 2018, aimed at providing growth opportunities for women, closing gaps in management, creating equity in remuneration and title, and ensuring a safe place to work.

To better understand how to accomplish these goals, focus groups, studies, and surveys have been commissioned to identify inequities and pinpoint areas where female employees could be advancing faster. Results will also help shape new programs including mentorships, panel discussions, and town hall meetings geared toward female employees.

Our Wynn/Encore Diversity Council, which comprises employees from all parts of our business including senior management and legal, meets quarterly to maintain and strengthen our commitment to diversity and inclusion.

EMBRACING DIVERSITY AND INCLUSION

We firmly believe that our commitment to diversity and inclusion is a big reason why our employees rate Wynn Resorts as a **great place to work**. In 2018, for the sixth consecutive year, we were recognized by the **Human Rights Campaign** (HRC) as a best place to work for lesbian, gay, bisexual, transgender, and queer (LGBTQ) equality by scoring 100 percent on the organization's **Corporate Equality Index**.

This kind of appreciation from employees and recognition from external groups doesn't happen by accident. We work hard at it. Our Wynn/Encore **Diversity Council**, which comprises employees from all parts of our business including senior management and legal, meets quarterly to maintain and strengthen our commitment to diversity and inclusion.

LGBTQ FOCUS GROUP

The Wynn Las Vegas LGBTQ Focus group includes employees from across our company, including senior management, who identify as gay, lesbian, bisexual, or transgender, as well as their coworkers who support them.

The group was created to help the company recognize and cater to the LGBTQ market and advise on company participation in LGBTQ community events and services. LGBTQ Focus was instrumental in our company achieving a perfect score on the HRC Corporate Equality Index.

Wynn Diversity Council Goals

Leverage existing resources to create a culture of inclusion

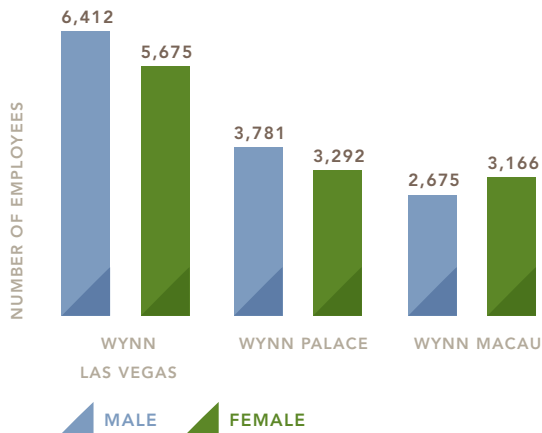
Create an inclusive work environment that makes full use of the contribution of all employees

Foster a workforce that reflects and embraces the diversity of our community

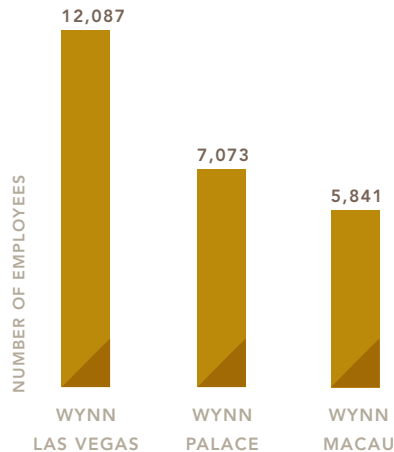
Develop outside and vendor partnerships that support our commitment and help work toward a fair and equal economy

Our Workforce Numbers

In 2017, we employed 25,001 people across our business, including approximately 8,000 ethnic minorities (applies to United States only).



Total Workforce by Gender



Total Workforce by Geographical Region



WYNN LAS VEGAS: 12,087 TOTAL



WYNN PALACE: 7,073 TOTAL



WYNN MACAU: 5,841 TOTAL

MANAGEMENT NON-MANAGEMENT

Total Workforce by Employment Type



WYNN MACAU/PALACE: GENDER / AGE



WYNN LAS VEGAS: GENDER / AGE

MALE FEMALE

Wynn Employee Turnover Rate
(percentage of total workforce)



PREPARING EMPLOYEES FOR U.S. CITIZENSHIP

Wynn Resorts provides 14-week courses to help prepare employees for the U.S. citizenship test. Eligible participants must be full-time employees, having spent at least one year with the company, among other requirements. We work with United States Citizenship and Immigration Services to guide employees through naturalization and cover the fees associated with the process, approximately \$800 per student. We also partner with Legal Aid of Southern Nevada to provide legal counsel to participants. The organization works with each student to evaluate their unique situation and predict any potential challenges that may arise during the naturalization process. In 2017, 120 employees successfully completed the program.

TEACHING ENGLISH AS A SECOND LANGUAGE

Wynn Las Vegas partners with the **Uceda School** to offer English as a Second Language classes to give employees an opportunity to improve their ability to speak the language in a comfortable environment. Class sizes are limited to ensure a small student-teacher ratio, maximizing participation and retention.

The classes are taught in levels with customized training workbooks that feature Wynn Las Vegas' products, policies, procedures, and jargon. After completing each level, employees are awarded with a celebration, special recognition, awards, and inspiration to continue on with their studies. All fees for the program including tuition, workbooks, and more are paid for by Wynn Las Vegas.

Employee Benefits

Wynn's commitment to our guests is equaled by our commitment to providing for our employees. All employees, full and part time, have access to a suite of benefits. Below is just a sampling. Some of these benefits are provided to employees at no charge while some are available at costs that are likely much less than employees could secure on an individual basis.

Medical and dental coverage

Other types of insurance

On-site wellness centers

Maternity and paternity benefits

Free work-shift meals

Discounts from participating vendors

Discretionary performance bonuses

Paid vacation

Employee assistance program

Employee recognition and awards

Educational assistance

REWARDING GREAT WORK

Wynn Resorts provides our employees access to a suite of competitive benefits, ranging from health insurance and a matching 401(k) program to tuition reimbursement and free meals and discounts at local businesses.

INTRODUCING NEW BENEFITS

In addition to the longstanding benefits we use to reward and incentivize our employees, Wynn Resorts introduced two new programs that will take effect in 2018:

Paid Parental Leave – We provide six weeks of paid parental leave to employees following the birth of a child, adoption, or foster care. In addition, a one-time \$250 gift is given to new parents to help offset unexpected expenses.

The Wynn Scholarship Fund provides \$300,000 annually to qualifying Wynn Las Vegas employees and family members. Each year, 10 new scholarship recipients will be awarded tuition to any Nevada university or college to be used toward earning a degree in any field of study. Upon graduation, recipients will benefit from guaranteed job placement at Wynn Las Vegas.

This new fund is in addition to our existing Tuition Reimbursement Program. After one year of continuous service, financial assistance is available to employees who want to take classes to earn a college degree in a field related to the hospitality industry. Wynn provides tuition reimbursement, up to \$375 per class, for classes taken through regionally accredited colleges and universities. The classes must be core requirements, directly related to the employee's occupation, or taken as part of a degree. This includes both traditional, online, or distance learning colleges and universities.

After one year of continuous service, financial assistance is available to employees who want to take classes to earn a college degree in a field related to the hospitality industry.

LE STAFF CAFÉ

All Wynn Resorts employees are eligible for free meals during their shifts. They can choose from a daily rotating menu with options ranging from vegan cuisine to a gourmet carving station.



DEVELOPING OUR WORKFORCE

Wynn provides employees with professional development and training opportunities to elevate their job, people, and leadership skills. We also provide career development, personal performance, and leadership courses throughout the year at no cost to our employees. We require employees to participate in a responsible gaming course, which is offered biannually. These classes address how to identify problem gaming and prevent underage gaming and drinking. In addition, all employees who serve alcohol are required to participate in an online course to receive their Alcohol Awareness card.

PROFESSIONAL TRAINING EXAMPLES: WYNN LAS VEGAS AND WYNN MACAU/PALACE

JOB SKILLS

Wynn Welcome - new employee orientation

ID Training - for all employees who are normally required to check guest identification

Alcohol Awareness - for all employees who serve or sell alcohol

Anti-Phishing and Email Data Security - for all employees with Wynn email addresses and computer access

Responsible Gaming - focuses on problem gaming, policies on minors in the casino, prevention of underage gaming and drinking alcohol, and more

Service Standards - all employees undergo training on great guest service

Facilities Trainee Program - trainees build technical and engineering skills

LEADERSHIP SKILLS

Leader Orientation - for new managers or newly promoted managers

Leadership Acceleration Program - elevates employees to the next level of leadership

Performance Management - mandatory for new and newly promoted supervisors

Communication and Smart Goals - focuses on setting realistic goals for teams

True Colors Workshop - delves into different personalities and points of view

Team Building - focuses on understanding team members

Situational Leadership - addresses leadership adaptability

Public Speaking - two levels focus on hands-on experience

Emotional Intelligence - helps leaders harness emotional intelligence

Career Advancement Program - management training

EMPLOYEE SAFETY DATA – WYNN LAS VEGAS

	2015	2016	2017
Total OSHA* recordable injuries	425	477	490
Recordable injuries not resulting in restrictions or lost time	257	177	230
Recordable injuries resulting in restricted work or transfer to another job	106	235	179
Recordable injuries resulting in lost time	61	65	81

*U.S. Occupational Safety and Health Administration

SAFEGUARDING OUR EMPLOYEES

Employee health, safety, and wellness is a top priority at Wynn Resorts. To this end, we have programs and training in place that have enabled us to maintain an excellent safety record.

SAFETY TRAINING PROGRAM

Among the main purpose of our safety training program is to identify and assign by position all safety training mandated by the U.S. Occupational Safety and Health Administration (OSHA).

Other objectives include:

Reviewing and updating all training materials

Establishing specific guidelines for each training class and coordinating within each department to allow the opportunity for 100 percent employee completion of safety training

Supporting departments by conducting scheduled and periodic train-the-trainer meetings for all safety subjects trained in-house

Providing safety training tracking protocol to help all departments track completions

Training on a Wide Range of Safety Topics



Our health and safety training programs cover a host of issues ranging from electrical safety, dealing with blood-borne pathogens, injury prevention, hearing conservation, first aid, emergency evacuation and much more.

06

Living Our Principles

As a company keenly focused on quality and excellence, Wynn Resorts knows how important it is to apply these same principles to how we govern and oversee our operations. By upholding the highest standards in ethics, responsible gaming, safety, supplier relationships, and more, we earn and sustain the trust and respect of our many stakeholders.



Our Core Values

Care about everyone and everything

Show never-ending attention to detail

Take responsibility; don't leave it to others

Always strive to be better

The gaming industry is highly regulated, but our goal is not just to comply with the laws, rules, and regulations that apply to our business; we also continuously strive to abide by high standards of ethical business conduct.

To this end, we have instituted our Code of Business Conduct and Ethics, as well as a host of guidelines, operating procedures, and training to put our commitment to integrity into action. (See [Our Sustainability Journey](#) for more information.)



ENSURING RESPONSIBLE OPERATIONS

Every guest has an unparalleled experience during their time with Wynn Resorts, but it is important that we help them do so responsibly. We follow American Gaming Association (AGA) best practices, which promote ethical behaviors for employees and guests through firm policies, education, and availability of support and resources:

Guests under 21 are prohibited from gambling, checking into the hotel unaccompanied by a guest over 21, entering a bar or nightclub, and loitering.

Employees are trained annually to identify signs of gambling addiction and address underage or unattended minors.

Guests can self-restrict their access to gaming through a self-limit on credit up to a voluntary ban on gambling in our casinos.

Wynn marketing materials, cash transaction machines, room keys, and player cards feature a telephone number for gambling addiction experts.

We provide financial support to organizations promoting responsible gaming and helping those experiencing addiction.

MEASURES AGAINST MONEY LAUNDERING

Wynn Resorts conducts anti-money laundering training to help employees detect suspicious financial activity and performs internal audits on a regular basis to help prevent it.

GUEST AND EMPLOYEE SAFETY



Guest safety and security are a top priority at the resort. The Wynn Las Vegas security program consists of multiple entities that form a layered security system responsible for the deterrence, detection, and response to any security related incident at the resort. The Security Department works on a regular basis with local, state, and federal law enforcement to stay apprised of any ongoing or potential threats to the Las Vegas metro area.

Wynn security team members are former federal and local law enforcement officers, former FBI agents, former counter-terrorism operators and embassy security guards, and former members from all branches of the U.S. military including Special Operations.

Our security program includes crisis and tactical response, a K-9 team, mobile and stationary officers, surveillance, and other departments which the company does not disclose. The Las Vegas Metropolitan Police Department also maintains a presence at the resort.

BUSINESS CONTINUITY

Wynn has a Business Continuity Plan (BCP) in place to provide the guidance needed to reduce and recover from the impact of a pandemic, natural, or man-made disaster events through proactive measures. This includes measures to ensure Wynn is able to resume normal operations in the shortest possible time. Effective continuity planning and response reduces an event's impact on human life, as well as increases the likelihood that business operations will be able to continue during an event, or resume as soon as possible after it.

The BCP has been developed following the sequence of actions following a crisis event:

Emergency Response: Employee & Customer Safety, Operations Assessment

Crisis Management: Establish Incident Command Center, Coordinate Communications

Business Continuity: Prioritize Business Operations Recovery, Implement Alertness Processes

SURVEILLANCE

Our Surveillance Department is responsible for gaming observation and the status of the overall security and surveillance system. Critical areas of focus include new digital technologies and continuous improvement in protecting our guests and employees. We also provide an extensive internal training program in which Surveillance staffing is accountable for knowledge of core skills and table games through testing and mandatory workshops.

Our security program includes crisis and tactical response, a K-9 team, mobile and stationary officers, and surveillance.

TRAINING ON CRITICAL TOPICS

Wynn employees have a wide range of professional development and leadership training from which to choose (see [Page 51](#)). However, when it comes to ethics, compliance, safety, and responsible gaming, all Wynn employees are required to take part in selected training, and for certain job descriptions, additional training is mandatory.

EMPLOYEE CODE OF ETHICS

All new employees are trained in our Code of Business Conduct and Ethics, and we require each employee to participate in an annual online refresher course and proactively confirm that they have participated.

EMPLOYEE COMPLIANCE AND ANTI-HARASSMENT

Our annual Compliance Training is a refresher course for all employees on what they learned in their new hire orientation. This instructor-led training covers harassment, discrimination, retaliation, ID training, responsible gaming, Code of Business Conduct and Ethics, and Personal Code of Conduct.

ANTI-CORRUPTION

Our board of directors, executives, and employees who may be confronted with corruption risks receive routine anti-corruption training. The training provides them with the tools to identify, evaluate, and prevent potential corruption risks and keep

them apprised of key anti-corruption regulation in the markets that we serve. In 2017, 189 employees, including 14 members of our board of directors and executive leadership team, underwent this training.

RESPONSIBLE GAMING

We have a suite of training courses for our Casino Division on responsible gaming covering key topics such as problem gaming (for both guests and employees), recognizing fraudulent identification documents, and anti-money laundering, including a specialized class on the [Bank Secrecy Act](#).

PROTECTING DATA

Information is one of our most valuable company assets, and protecting it from misuse, loss, or theft is a high priority at Wynn Resorts. We are committed to preserving the confidentiality, integrity, and availability of all forms of information used by the company and maintained on behalf of employees, investors, business partners, customers, and government agencies. Our intent is to protect across all its forms, including electronic data, paper documents, and the spoken word. The Wynn Resorts' Security Program is a robust set of controls and safeguards to offset possible threats that could result in compromise, reputational damage, or financial loss. We established this program to protect the information of our operations, employees, guests, and business partners.

To date there have been zero substantiated complaints of breaches resulting in a compromise of customer privacy and data.

PARTICIPATING IN THE POLITICAL PROCESS

Wynn Resorts maintains interests in various jurisdictions in the United States and China. The decisions of federal, state, and local governments impact the company on a regular basis. We take our role as a good corporate citizen seriously, placing the highest priority on full compliance with all requirements associated with participating in the political process. Our [Political Contributions Policy](#) strictly forbids giving or promising anything of value to a government official or government agent and sets forth the parameters within which the company and our employees must act when participating in the political process. Our political action committee reports [fundraising amounts and disbursements](#) to the Federal Election Commission, as required by law.



\$30.5M+

Wynn Las Vegas
*Annual procurement spending
with minority, women, or
veteran-owned businesses*

\$209M

Encore Boston Harbor
*Design and construction contracts
awarded to minority, women, or
veteran-owned businesses*

FOSTERING A DIVERSE SUPPLIER BASE

Wynn Resorts values the importance of minority-owned and women-owned business enterprises (MWBEs) to our national and local economies and to Wynn Resorts.

Our **Supplier Diversity Policy Statement** sets forth the following objectives:

Actively and routinely seek out qualified minority-owned and women-owned business enterprises that can provide high-quality commodities and services in a competitive market

Encourage support of supplier diversity by major suppliers to Wynn Resorts who are not minority-owned or women-owned businesses

Seek opportunities to assist in the development and competitiveness of MWBEs through instruction, mentoring, and other outreach activities

See also the story on **Page 40** on how Wynn Macau is working with local, small- and medium-size enterprises.

07

About This Report

The Wynn Resorts 2017 Corporate Social Responsibility Report presents information focused primarily on data collected and activities that occurred during calendar 2017, except where indicated.

This report presents information that references selected Global Reporting Initiative (GRI) Standards. We expect to update this report annually.

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

Erik Hansen

Erik.Hansen@WynnResorts.com

GRI REFERENCED INDEX

DISCLOSURE NUMBER	GRI STANDARD TITLE	DISCLOSURE TITLE	LOCATION
GENERAL DISCLOSURES			
GRI 102-1	General Disclosures	Name of the organization	Wynn Resorts, Limited
GRI 102-2	General Disclosures	Activities, brands, products, and services	Wynn 2017 Sustainability Report: Welcome to Wynn Resorts, p. 4 Wynn Resorts 10-K: Item 1 - Business Wynn Resorts website
GRI 102-3	General Disclosures	Location of headquarters	Las Vegas Nevada, United States
GRI 102-4	General Disclosures	Location of operations	Wynn 2017 Sustainability Report: Welcome to Wynn Resorts, p. 7
GRI 102-5	General Disclosures	Ownership and legal form	Wynn Resorts, Articles of Incorporation
GRI 102-6	General Disclosures	Markets served	Wynn Resorts 10-K: Item 1 - Business
GRI 102-7	General Disclosures	Scale of the organization	Wynn 2017 Sustainability Report: Welcome to Wynn Resorts, p. 6 Wynn Resorts 10-K: Item 1 - Business
GRI 102-8	General Disclosures	Information on employees and other workers	Partially reported: Wynn 2017 Sustainability Report: Engaging Employees (Our Workforce Numbers), p. 47

GRI 102-9	General Disclosures	Supply chain	Partially reported: Wynn 2017 Sustainability Report: Prioritizing a Healthy Planet (Fishing Sustainably), p. 21 ; Fortifying Vibrant Communities (Small and Medium-Sized Entities), p. 40 ; Living Our Principles (Fostering a Diverse Supplier Base), p. 58
GRI 102-10	General Disclosures	Significant changes to the organization and its supply chain	Wynn Resorts 10-K: Item 1 - Business Wynn Resorts website (Press Release: Wynn Resorts Appoints Three New Independent Directors)
GRI 102-11	General Disclosures	Precautionary Principle or approach	Wynn Resorts 10-K: Item 1A – Risk Factors
GRI 102-12	General Disclosures	External initiatives	American Gaming Association’s Code of Conduct for Responsible Gaming U.S. Green Buildings Council: Leaders in Energy Efficient Design Green Globes Human Rights Campaign
GRI 102-14	General Disclosures	Statement from senior decision-maker	Wynn 2017 Sustainability Report: CEO Message, p. 2
GRI 102-15	General Disclosures	Key impacts, risks, and opportunities	Wynn Resorts 10-K: Item 1A – Risk Factors Wynn Resorts Proxy Statement: Board Role in Risk Oversight, p. 13 Wynn 2017 Sustainability Report: Living Our Principles (Ensuring Responsible Operations), p. 55 , (Guest and Employee Safety), p. 56
GRI 102-16	General Disclosures	Values, principles, standards, and norms of behavior	Wynn 2017 Sustainability Report: Living Our Principles (Our Core Values), p. 54 , Code of Business Conduct and Ethics

GRI 102-17	General Disclosures	Mechanisms for advice and concerns about ethics	Wynn 2017 Sustainability Report: Our Sustainability Journey, p. 10 Code of Business Conduct and Ethics Wynn Resorts Proxy Statement: Board Communication and Engagement, p. 14
GRI 102-18	General Disclosures	Governance structure	Wynn Resorts website: Corporate Governance Guidelines Wynn Resorts Proxy Statement: Our Board And Corporate Governance, p. 1
GRI 102-19	General Disclosures	Delegating authority	Wynn Resorts Proxy Statement: Board Committees, p. 9
GRI 102-22	General Disclosures	Composition of the highest governance body and its committees	Wynn Resorts Proxy Statement: Board Committees, p. 9
GRI 102-23	General Disclosures	Chair of the highest governance body	Wynn Resorts Proxy Statement: Board Biographies, p. 8
GRI 102-24	General Disclosures	Nominating and selecting the highest governance body	Wynn Resorts Proxy Statement: Our Board and Corporate Governance, p. 1; Corporate Governance Committee, p. 10
GRI 102-25	General Disclosures	Conflicts of interest	Code of Business Conduct and Ethics Wynn Resorts Proxy Statement: Compensation Committee and Corporate Governance Committee, p. 9
GRI 102-26	General Disclosures	Role of highest governance body in setting purpose, values, and strategy	Wynn Resorts website: Corporate Governance Guidelines
GRI 102-29	General Disclosures	Evaluating the highest governance body's performance	Wynn Resorts Proxy Statement: Corporate Governance Committee, p. 10

GRI 102-29	General Disclosures	Identifying and managing economic, environmental, and social impacts	Wynn Resorts Proxy Statement: Board Role in Risk Oversight, p. 13
GRI 102-30	General Disclosures	Effectiveness of risk management processes	Wynn Resorts Proxy Statement: Corporate Governance Committee, p. 10
GRI 102-31	General Disclosures	Review of economic, environmental, and social topics	Wynn Resorts Proxy Statement: Corporate Governance Committee, p. 10
GRI 102-32	General Disclosures	Highest governance body's role in sustainability reporting	The Wynn Resorts 2017 Sustainability Report has been reviewed by Wynn's CEO.
GRI 102-33	General Disclosures	Communicating critical concerns	Wynn 2017 Sustainability Report: Our Sustainability Journey, p. 10 Code of Business Conduct and Ethics Wynn Resorts Proxy Statement: Board Communication and Engagement, p. 14
GRI 102-35	General Disclosures	Remuneration policies	Wynn Resorts Proxy Statement: Compensation Discussion and Analysis, p. 24 Wynn Resorts 10-K: Item 11 – Executive Compensation
GRI 102-36	General Disclosures	Process for determining remuneration	Wynn Resorts Proxy Statement: Compensation Discussion and Analysis, p. 24
GRI 102-40	General Disclosures	List of stakeholder groups	Wynn 2017 Sustainability Report: Listed throughout report

GRI 102-41	General Disclosures	Collective bargaining agreements	Wynn Resorts 10-K: Employees, p. 14
GRI 102-42	General Disclosures	Identifying and selecting stakeholders	Wynn Resorts solicits and uses feedback from employees, customers, investors and analysts, community leaders, suppliers, regulators and nonprofits.
GRI 102-45	General Disclosures	Entities included in the consolidated financial statements	Wynn Resorts 10-K: Exhibit 21.1, p. 158
GRI 102-50	General Disclosures	Reporting period	Wynn 2017 Sustainability Report: About This Report, p. 59
GRI 102-51	General Disclosures	Date of most recent report	November 2017
GRI 102-52	General Disclosures	Reporting cycle	Wynn 2017 Sustainability Report: About This Report, p. 59
GRI 102-53	General Disclosures	Contact point for questions regarding the report	Wynn 2017 Sustainability Report: About This Report, p. 59
GRI 102-54	General Disclosures	Claims of reporting in accordance with the GRI Standards	This material references GRI Standards as is detailed in this index.
GRI 102-55	General Disclosures	GRI content index	Wynn 2017 Sustainability Report: About This Report, p. 59

TOPIC-SPECIFIC DISCLOSURES - ECONOMIC

GRI 201-1	Economic Performance	Direct economic value generated and distributed	Wynn Resorts 10-K: Item 8, Financial Statements and Supplementary Data
GRI 201-3	Economic Performance	Defined benefit plan obligations and other retirement plans	Wynn Resorts 10-K: Note 11, Benefit Plans
GRI 203-1	Indirect Economic Impacts	Infrastructure investments and services supported	Wynn 2017 Sustainability Report: Fortifying Vibrant Communities, entire section
GRI 203-2	Indirect Economic Impacts	Significant indirect economic impacts	Wynn 2017 Sustainability Report: Fortifying Vibrant Communities, entire section
GRI 204-1	Procurement Practices	Proportion of spending on local suppliers	Partially reported: Wynn 2017 Sustainability Report: Prioritizing a Healthy Planet (Fishing Sustainably), p. 21 ; Fortifying Vibrant Communities (Small and Medium-Sized Enterprises), p. 40 ; Living Our Principles (Fostering a Diverse Supplier Base), p. 58
GRI 205-2	Anti-corruption	Communication and training about anti-corruption policies and procedures	Wynn 2017 Sustainability Report: Living Our Principles (Anti-corruption), p. 57
GRI 206-1	Anti-competitive behavior	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None

TOPIC-SPECIFIC DISCLOSURES - ENVIRONMENTAL

GRI 301-3	Materials	Reclaimed products and their packaging materials	Partially Reported: Wynn 2017 Sustainability Report: Prioritizing a Healthy Planet (Reusing, Recycling, Reclaiming), p. 19 , (Clean the World), p. 20
GRI 302-1	Energy	Energy consumption within the organization	Partially Reported: Wynn 2017 Sustainability Report: Prioritizing a Healthy Planet (Detailed Environmental Data), p. 26
GRI 302-3	Energy	Energy intensity	Wynn 2017 Sustainability Report: Prioritizing a Healthy Planet (Detailed Environmental Data), p. 26
GRI 302-4	Energy	Reduction of energy consumption	Wynn 2017 Sustainability Report: Prioritizing a Healthy Planet (Environmental Highlights), p. 14 , (Energizing Efficiently), p. 16 (Going For the Green), p. 18 , (Detailed Environmental Data), p. 26
GRI 303-1	Water	Water withdrawal by source	Partially reported: Wynn 2017 Sustainability Report: Prioritizing a Healthy Planet (Detailed Environmental Data), p. 26

TOPIC-SPECIFIC DISCLOSURES - SOCIAL

GRI 401-2	Employment	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Wynn 2017 Sustainability Report: Engaging Employees (Rewarding Great Work/Introducing New Benefits), p. 49
GRI 403-2	Occupational Health and Safety	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	Partially reported (United States only): Wynn 2017 Sustainability Report: Engaging Employees (Employee Safety Data), p. 52
GRI 404-2	Training and Education	Programs for upgrading employee skills and transition assistance programs	Wynn 2017 Sustainability Report: Engaging Employees (Preparing Employees for U.S. Citizenship/Teaching English as a Second Language), p. 48 , (Developing Our Workforce), p. 51 (Safety Training Program), p. 52
GRI 405-1	Diversity and Equal Opportunity	Diversity of governance bodies and employees	Wynn 2017 Sustainability Report: Our Sustainability Journey (Board Spotlight), p. 10 ; Engaging Employees (Our Workforce Numbers) p. 47 Wynn Resorts Proxy Statement: Director Biographies, p. 2
GRI 415-1	Public Policy	Political contributions	Wynn 2017 Sustainability Report: Living Our Principles (Participating in the Political Process), p. 57
GRI 418-1	Customer Privacy	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Wynn 2017 Sustainability Report: Living Our Principles (Protecting Data), p. 57



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