

2025 WYNN MACAU, LTD

# Sustainability Report

(incorporated in the Cayman Islands with limited liability)

Stock Code: 1128





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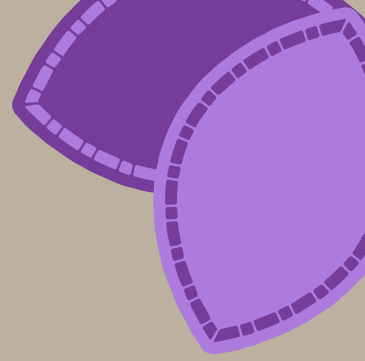
## SHARE YOUR FEEDBACK

We welcome feedback and questions on this report and encourage you to send them to our Sustainability team at [sustainability@wynnpalace.com](mailto:sustainability@wynnpalace.com).

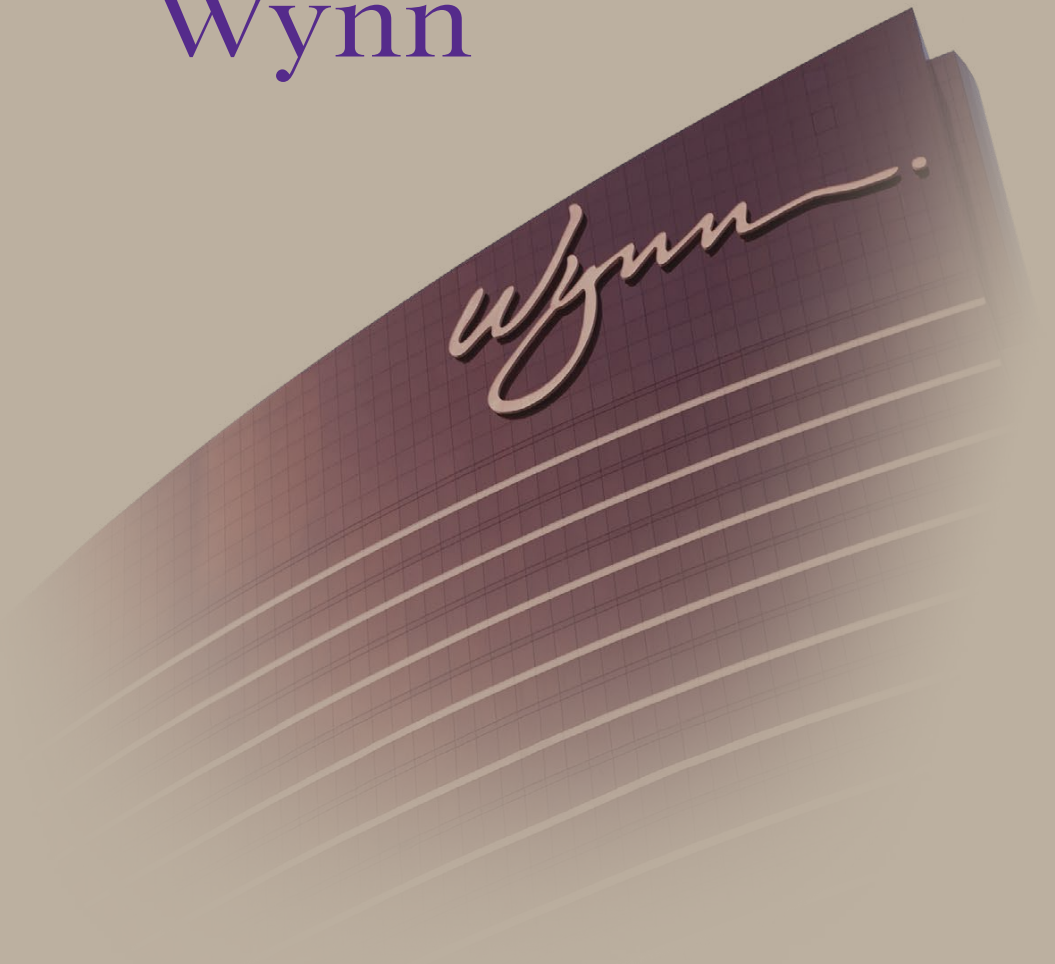
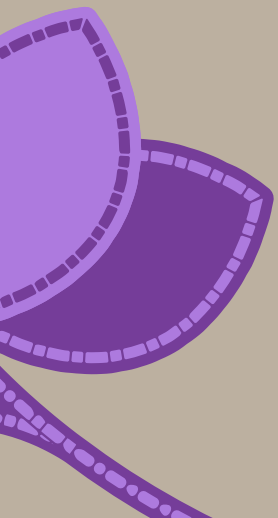
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# *Welcome to Wynn*





## A MESSAGE FROM LINDA CHEN

As we reflect on 2025, Wynn is proud of the continued progress we have made in strengthening our role as a key contributor to Macau's long-term prosperity. Guided by our core values of excellence, artistry, service-driven passion, and continual innovation, we advanced our sustainability journey while delivering world-class hospitality experiences for our guests.

In alignment with these values, we strengthened our sustainability goals in 2025 to reinforce our focus on operational efficiency, governance enhancement, and climate preparedness. These goals align with the Macau government's long-term decarbonization strategy to achieve a Carbon Peak by 2030 and Near-Zero Emissions by 2050, which proactively complements national Carbon Peak and Carbon Neutrality strategy.

In line with these commitments, Wynn continued to implement innovative solutions to promote energy efficiency and reduce carbon emissions, achieving a 10.6% decline in energy intensity and a 35.6% reduction in Scope 1 and 2 greenhouse gas emission intensity compared with 2019. We were also among the first group of carbon credit donor companies supporting the Macao Events of the 15<sup>th</sup> National Games, the 12<sup>th</sup> National Games for Persons with Disabilities, and the 9<sup>th</sup> National Special Olympic Games, actively promoting carbon-neutral events in Macau. Our achievements were recognized through our renewed EarthCheck Silver Certification, a near 40% increase in our score on the Chinese University of Hong Kong Business Sustainability Indices compared with our first year, and two new accolades at the recent TVB ESG Awards.

Strengthening governance and responsible sourcing remained a central focus throughout the year. We enhanced supply-chain transparency by updating our Sustainability Policy, Supplier Environmental Standards, Sustainable Procurement Policy, and Supplier Code of Conduct, while advancing supplier review processes and environmental data collection.

Supporting local small and medium-sized enterprises is fundamental to Wynn's contribution to Macau's long-term economic diversification. In 2025, 84.2% of our total procurement was sourced from local Macau suppliers, underscoring our commitment to small and medium-sized enterprise empowerment and local economic resilience.

Beyond procurement, Wynn continued to contribute to Macau's "1+4" diversification strategy through the delivery of world-class cultural, tourism, sports, and culinary programs, reinforcing Macau's global profile and cultural vitality.

Our commitment to community engagement and philanthropy continued through the Wynn Care Foundation. In 2025, the Wynn Employee Volunteer Team celebrated its 15<sup>th</sup> anniversary, with 3,310 volunteers contributing 10,221 hours and donating and sponsoring HK\$115.3 million to support initiatives across Macau and the Greater Bay Area.

Our people remain the foundation of our success. In 2025, Wynn team members completed more than 365,000 training hours, while local employees represented 76.0% of our workforce, reflecting our strong commitment to talent development and Macau's long-term economic resilience.

Looking ahead, Wynn remains dedicated to supporting Macau's sustainable development through responsible operations, community investment, and the continual growth of our people—working together to shape a future defined by excellence, sustainability, and shared prosperity.



Linda Chen  
President, Vice Chairman and Executive Director  
Wynn Macau, Limited

# 2025 HIGHLIGHTS

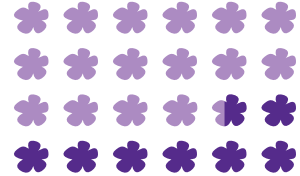
## EMPOWERING EMPLOYEES



WE EMPLOY  
**11,620**  
TEAM MEMBERS ON AVERAGE  
IN 2025 AT WYNN



OVER  
**365,000**  
TRAINING HOURS  
PROVIDED



**30.2%**  
OF OUR ORIGINAL WYNN MACAU  
TEAM MEMBERS FROM 2006 STILL  
WORKED WITH US IN 2025

## FORTIFYING VIBRANT COMMUNITIES



DONATIONS AND  
SPONSORSHIPS OF  
**HK\$115.3M**  
GIVEN TO COMMUNITY GROUPS,  
NON-PROFIT ORGANIZATIONS AND  
GOVERNMENT INITIATIVES

**3,310**  
VOLUNTEER  
PARTICIPANTS  
CONTRIBUTED



**10,221**  
HOURS OF  
VOLUNTEER ACTIVITIES



**84.2%**  
OF TOTAL PROCUREMENT  
SPEND FROM  
LOCAL MACAU SUPPLIERS

## CHAMPIONING ENVIRONMENTAL STEWARDSHIP



TOTAL GHG EMISSIONS  
(t CO<sub>2</sub>e) (SCOPE 1 AND 2)  
DECREASED BY  
**35.6%\***



OVER  
**53**  
METRIC TONS OF  
SOAP RECYCLED  
THROUGH CLEAN THE WORLD ASIA  
SINCE 2014



PROCURED  
**100%**  
CAGE-FREE CHICKEN SHELL EGGS  
IN 2025

\* Our energy and carbon reduction is benchmarked against a baseline year of 2019.

# AWARDS



## 19 FORBES TRAVEL GUIDE (FTG) FIVE-STAR AWARDS

Wynn Resorts has garnered 19 FTG Five-Star Awards in 2025, more than any other independent hotel company in the world.



## WYNN RESORTS CONTINUES TO BE RECOGNIZED ON FORTUNE MAGAZINE'S 2025 LIST OF THE WORLD'S MOST ADMIRED COMPANIES

Wynn Resorts has once again been recognized on FORTUNE Magazine's World's Most Admired Companies list for 2025, reaffirming its position as the highest-ranked gaming resort company.



## 5 MICHELIN STARS AWARDED TO 3 WYNN SIGNATURE RESTAURANTS

Wing Lei at Wynn Macau retained two MICHELIN stars and set a new record of earning MICHELIN recognition for the 16<sup>th</sup> consecutive year, Chef Tam's Seasons at Wynn Palace was elevated to two MICHELIN stars, and Mizumi at Wynn Palace was awarded its first MICHELIN star.



## TWO WYNN SIGNATURE RESTAURANTS RANKED ON THE 2025 BLACK PEARL RESTAURANT GUIDE

Chef Tam's Seasons and SW Steakhouse at Wynn Palace both received the "One Diamond Restaurant" award.



## CHEF TAM'S SEASONS AT WYNN PALACE GARNERS ASIA'S 50 BEST RESTAURANTS 2025

Chef Tam's Seasons at Wynn Palace was ranked #9 on Asia's 50 Best Restaurants 2025, the only restaurant in Macau receiving this honor. The restaurant also earned the "Highest Climber Award" and was named "Best Restaurant in Macau" for the second consecutive year.



## ASSOCIATION FOR TALENT DEVELOPMENT (ATD) GLOBAL STRATEGIC PARTNER AWARD

Wynn was honored with the "ATD Global Strategic Partner Award" in recognition of its support and contribution in promoting global talent development.



## WON TWO HONORS AT THE FIFTH NATIONAL HUMAN RESOURCES INNOVATION COMPETITION

Wynn was awarded HRLead Leading Brand in Human Resources and Talent Development and Leading Brand in Social Responsibility and Innovative ESG Practices at the 2025 5<sup>th</sup> National Human Resources Innovation Competition.



## EARTHCHECK SILVER CERTIFICATION

Wynn maintained its EarthCheck Silver Certification which demonstrated our continued commitment to sustainability. Wynn remains the only operator in Macau to have all its properties certified by EarthCheck, the world's leading scientific benchmarking certification and advisory group.



## ACHIEVED REMARKABLE RESULTS IN TWO CHINESE UNIVERSITY OF HONG KONG BUSINESS SUSTAINABILITY INDICES (CUHK BSI)

Wynn was ranked among the top 10 enterprises in the fifth Greater China Hotel Business Sustainability Index (Hotel BSI) and the top 20 enterprises in the sixth Greater Bay Area Business Sustainability Index (GBABS) as part of the 2025 assessment conducted by the CUHK.



## HONORED WITH TWO ACCOLADES AT TELEVISION BROADCASTS LIMITED (TVB) ESG AWARDS

Wynn was awarded both the "Best in ESG Practices" and "ESG Special Recognition Award" at the TVB ESG Awards and was the only Macau-based company to receive the "Best in ESG Practices" accolade.

# WELCOME TO WYNN MACAU, LIMITED

Based out of Las Vegas, Nevada, Wynn Resorts, Limited (Wynn Resorts) is a developer and operator of integrated destination casino resorts. A majority-owned subsidiary of National Association of Securities Dealers Automatic Quotation System (NASDAQ) listed Wynn Resorts, Wynn Macau, Limited, is traded on the Main Board of The Stock Exchange of Hong Kong Limited (Hong Kong Stock Exchange) in the Hong Kong Special Administrative Region of the People's Republic of China (Hong Kong) and is the owner and operator of two integrated resorts, Wynn Palace and Wynn Macau, in the Macau Special Administrative Region of the People's Republic of China (Macau).

*References to "Wynn", "us", "our" or "we" refer to Wynn Macau, Limited (the "Company" or "WML") and its subsidiaries, or any of them, and the businesses carried on by such subsidiaries, except where the context makes it clear otherwise. References to "Wynn Macau" include "Encore at Wynn Macau".*

Wynn Resorts has earned 19 FTG Five-Star Awards in 2025, more than any other independent hotel company in the world. Beyond Wynn Resorts' highly rated resorts in Las Vegas and Boston, Wynn Palace and Wynn Macau maintain the exclusive status as the only resorts worldwide with six individual FTG Five-Star Awards, while Wynn Palace continues to be the world's largest FTG Five-Star resort, and holds the most FTG Five-Star Restaurants of any individual resort in the world.

## WYNN MACAU

Wynn Macau is a luxury integrated resort in the heart of the Macau Peninsula. Wynn Macau features:

- Approximately 294,000 square feet of casino space and casino support and ancillary areas with 253 table games and 911 slot machines or similar electronic gaming devices, offering 24-hour gaming and a full range of games, including private gaming salons, sky casinos and a poker pit;
- Public entertainment attractions include offerings such as the performance lake and a rotunda show featuring a Chinese zodiac-inspired ceiling along with the gold "tree of prosperity";
- Two luxury hotel towers with a total of 1,014 spacious rooms and suites;
- 11 food and beverage outlets;
- Approximately 75,900 square feet of high-end, brand-name retail shopping;
- Recreation and leisure facilities, including two health clubs and spas, a salon and a pool; and
- Approximately 31,000 square feet of meeting and convention space.

## WYNN PALACE

Wynn Palace is a luxury integrated resort in the Cotai area of Macau. Wynn Palace features:

- Approximately 468,000 square feet of casino space and casino support and ancillary areas with 305 table games and 693 slot machines or similar electronic gaming devices, offering 24-hour gaming and a full range of games, including private gaming salons and sky casinos;
- Signature public attractions and entertainment offerings including a performance lake, an immersive entertainment center and Western and Asian art displays;
- A luxury hotel with a total of 1,706 spacious rooms, suites and villas;
- 12 food and beverage outlets and a food hall which includes a variety of stand-alone restaurants and other food offerings;
- Approximately 109,000 square feet of high-end, brand-name retail shopping;
- Recreation and leisure facilities, including a cable car ("SkyCab") ride, health club, spa, salon and pool; and
- Approximately 37,000 square feet of meeting and convention space.

# OUR CORE VALUES

EXCELLENCE

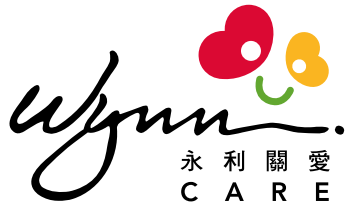
ARTISTRY

SERVICE DRIVEN

PROGRESSIVE

Wynn's core values describe the heart of our Company's most valuable asset—our people. Our employees genuinely care for our guests, provide the highest level of service, and create unparalleled guest experiences that make Wynn the place to "see and be seen". Wynn employees are the best at what they do because of our rigorous training, leadership development, and a culture of proprietorship.





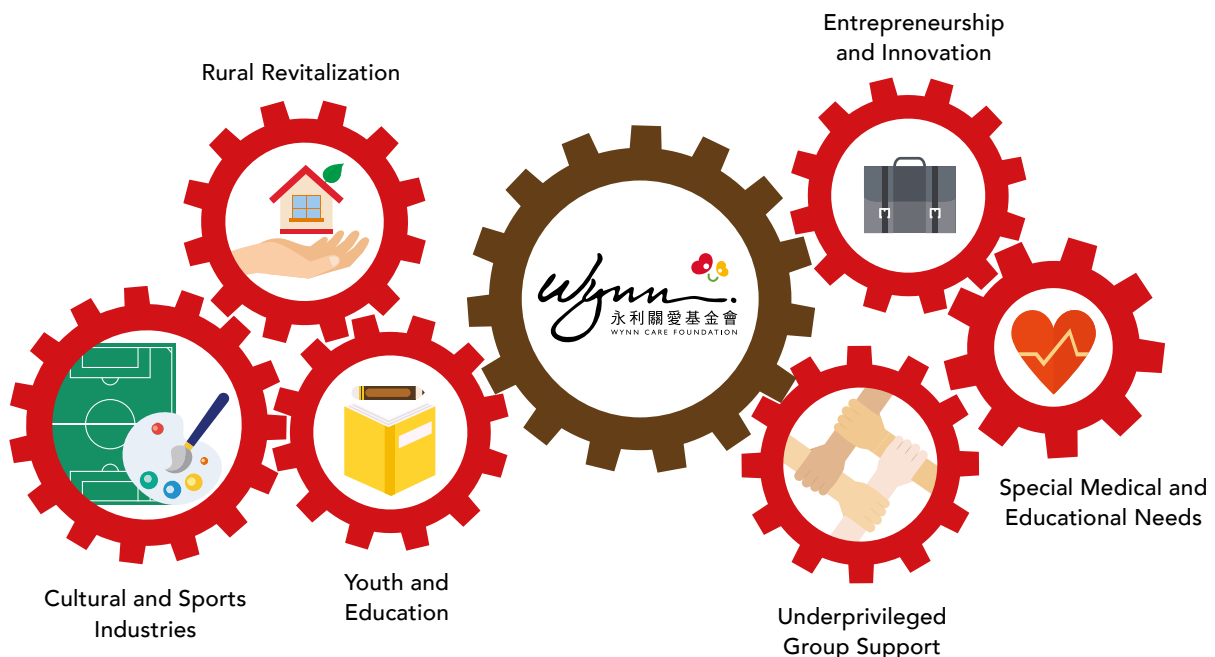
Since its establishment in 2002, Wynn has always regarded community care as a key priority. Over the years, we have been dedicated to promoting the prosperity of Macau and have made positive impacts here, in mainland China, and in other areas.

At Wynn, we understand that organized effort empowers businesses to fulfill their social responsibilities more effectively. To this end, Wynn established a volunteer team to bring positive energy to local urban communities through voluntary service. In 2018, Wynn Care was established to signify our charitable efforts in leveraging resources from various Wynn departments and our external partners to jointly create positive synergy in our community and the wider world.

In 2020, the Wynn Care Foundation was established with the approval of the Chief Executive of Macau to enhance our continued

commitment to the public to serve the community in collaboration with the governments of mainland China and Macau, as well as public and private entities. We strive to make social contributions to six identified focus areas: youth and education, entrepreneurship and innovation, cultural and sports industries, rural revitalization, underprivileged group support and special medical and educational needs.

At Wynn, we regard "giving back to society" as the cornerstone of our corporate social responsibility, in full alignment with our corporate culture. Wynn has always been committed to sharing our culture of caring and we consider organizing social services as part of our responsibility here in Macau. We aim to not only become a business leader, but also aspire to be a sustainable force for social good, and we achieve this goal by gathering and leveraging the wisdom and resources of all sectors in our community.



Rural Revitalization

Entrepreneurship and Innovation

Cultural and Sports Industries

Youth and Education

Underprivileged Group Support

Special Medical and Educational Needs



# GOLDLEAF SUSTAINABILITY PROGRAM

Wynn takes a proactive approach to environmental sustainability. Through our philosophy “Care for both our guests and our planet,” we provide award-winning service at our resorts while respecting our people, our communities, and our planet. Our Goldleaf program employs four practices that raise awareness of sustainability practices among both staff and guests.



1

## INVENT SOLUTIONS

We are unique in our ability to invent sustainable solutions that raise the standards of sustainable operations in our industry.

2

## ADD VALUE

Our unwavering commitment to guest service allows us to practice sustainability in ways that enhance the guest experience while making no compromises to five-star luxury.

3

## TAKE ACTION

We don't believe in being quick, we believe in being immediate. We anticipate the needs of our guests and our planet.

4

## SCALE KNOWLEDGE

We share our lessons through transparent communication, and we advocate for collaboration to solve global climate issues.

# WYNN SUSTAINABILITY GOALS

Wynn employees take ownership of the guest experience, providing exceptional service with genuine empathy and a passion for surpassing guest expectations. We purposefully speak first about our people because Wynn employees are the creators of the unforgettable experiences for which our guests return. Our resorts allow us to provide superior service and the ability to surprise and delight customers while respectfully stewarding our planet and communities.

## COMPANY COMMITMENTS

Wynn’s commitments exceed customary business practices. The Company continues to lead through the challenges of an evolving climate and an ever-changing world. Wynn pursues programs that enrich and connect communities, strengthen resilience to long-term environmental risks, and reduce the carbon footprint of operations.

## OUR SUSTAINABILITY GOALS

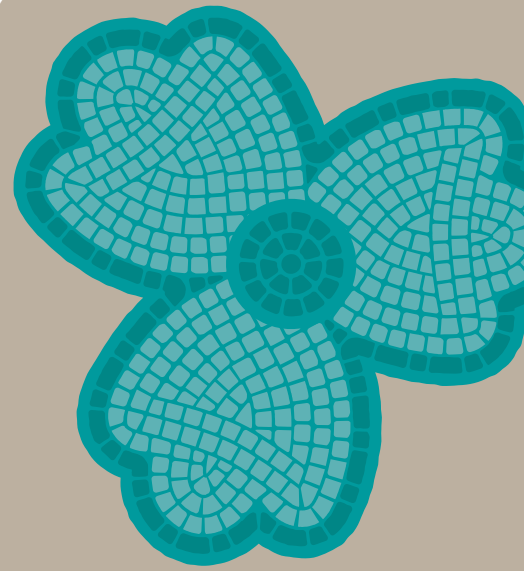
In 2025, we aligned our strategic objectives to better reflect priorities of local environmental, social and governance (ESG) development. Dedicated to actively supporting the Macau government’s long-term decarbonization strategy to achieve a Carbon Peak by 2030 and Near-Zero Emissions by 2050, which complements national Carbon Peak and Carbon Neutrality strategy, Wynn is in the process of implementing our climate action roadmap and has established interim targets to advance decarbonization within our Macau operations. These goals reinforce our focus on operational efficiency, risk mitigation, and long-term business resilience. These goals have been approved by our Board of Directors (Board).

SHORT-TERM (2025-2030)	MEDIUM-TERM (2030-2035)	LONG-TERM (>2050)
<ul style="list-style-type: none"> <li>Operational optimization (for boiler and hot water production)</li> <li>Achieving 100% electric guest shuttle buses by 2030</li> <li>Engagement with vendors for Scope 3 greenhouse gas (GHG) emissions data collection and training by 2030</li> </ul>	<ul style="list-style-type: none"> <li>Energy intensity reduction of 9-15% by 2035*</li> <li>Scope 1 and 2 (location-based) GHG emissions intensity reduction by 28-46% by 2035*</li> </ul>	<ul style="list-style-type: none"> <li>Actively support the Macau government’s Near-Zero Emissions goal by 2050</li> </ul>

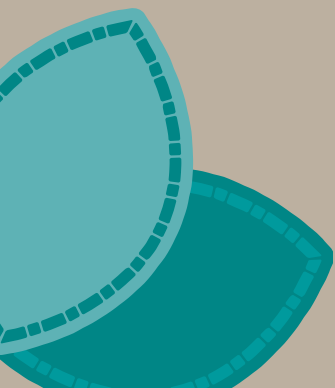
\* Compared to the 2019 baseline year.

Learn more about our sustainability programs and initiatives in the [Our Planet](#) section of this report.





# *Our Approach to Sustainability*



# OUR APPROACH TO SUSTAINABILITY

Wynn is dedicated to excellence. As a premium operator, we understand that providing the ultimate luxury experience is contingent upon integrating sustainability into our business objectives, strategies, and operations. To this end, Wynn's Goldleaf Sustainability Program, together with our [WML Sustainability Principles](#) and comprehensive policies, guide every step towards achieving our goals.

Throughout our journey to fulfill our commitments, we choose to openly and comprehensively disclose ESG related information to our stakeholders so that they can receive reliable, comparable, and verifiable information on our progress.

## OUR STAKEHOLDERS

At Wynn, we understand the importance of continuous, active, two-way engagement with our stakeholders. The participation of stakeholders is integral to developing and achieving an accountable and strategic approach to sustainability and related policies.

We consider our stakeholders as valued long-term partners and are dedicated to establishing strategic and collaborative business relationships that allow us to better understand the dynamic needs of the communities and vulnerable groups impacted by our Company's operations and supply chain. These collaborations are fundamental in shaping our sustainability reporting, ensuring it accurately reflects our ongoing progress and engagement with our stakeholders.

The Board oversees the implementation and ongoing operations of our stakeholder engagement processes. Our engagement strategy includes both internal and external stakeholders, including Wynn's employees, suppliers, local small and medium-sized enterprises (SMEs), guests, investors, representatives from non-governmental organizations (NGOs), local community groups, and government entities.

To further strengthen our commitment to effective communication, we have implemented stakeholder engagement programs, established clear communication channels for stakeholders to connect with us, and provided capacity-building initiatives to empower stakeholders in their interactions with Wynn. We conduct surveys and reviews periodically to assess local stakeholders' perceptions of our engagement strategy, hold meetings to identify foreseeable concerns, and have set up a complaints and grievance mechanism to track grievances and ensure potential resolutions while addressing community concerns.

## GOVERNMENT



Wynn values our relationship with the Macau government and believes this relationship is critical to understanding government priorities.

### HOW WE ENGAGE

- » Meetings
- » Briefings
- » Regulatory filings
- » Public and private forums

## INVESTORS



Wynn engages with our investment community, including shareholders, to understand and communicate financial and non-financial performance expectations and results.

### HOW WE ENGAGE

- » Earnings releases and announcements
- » Meetings through investor relations channels
- » Filings with the Hong Kong Stock Exchange

## GUESTS



Providing the ultimate guest experience is at the center of Wynn's business model. Meaningful interactions and building a strong affinity with our guests are key to understanding their evolving preferences.

### HOW WE ENGAGE

- » Guest service
- » Marketing host and loyalty programs
- » Guest feedback questionnaires
- » Media communications channels

## EMPLOYEES



Wynn focuses on providing the industry's best workplace practices. Understanding our employees is critical to our ability to attract and retain talent.

### HOW WE ENGAGE

- » Employee support services
- » Training and development
- » Employee informational exhibitions
- » Reward and recognition programs
- » Wynn Stories and culture champions
- » Surveys and interviews

## SUPPLIERS AND LOCAL SMEs



Wynn interacts with suppliers to ensure proper procurement practices are in place. Whenever possible, Wynn procures goods and services from local sources to support Macau's SMEs, develop local human capital, and minimize our carbon footprint.

### HOW WE ENGAGE

- » Business relationships and partnerships
- » Partnerships with local SMEs
- » Surveys and interviews
- » Trainings, seminars and forums

## LOCAL COMMUNITIES



Wynn is committed to developing and enhancing local communities through numerous volunteering programs and charitable giving.

### HOW WE ENGAGE

- » Volunteering events
- » Charitable giving and sponsorships
- » Fund raising
- » Community activations

## NGOs



Building good relationships with NGOs helps Wynn become aware of reputational and other risks related to our operations. It also helps Wynn better understand and address ESG issues as they arise.

### HOW WE ENGAGE

- » Media communications channels
- » Public and private forums
- » Briefings and meetings
- » Regular volunteering events

# MATERIALITY ASSESSMENT

Our approach to sustainability is driven by topics that are material and significant to our business practices. We use the concept of materiality as a framework for allocating financial and human capital, as well as setting various internal goals for certain material ESG topics. Our materiality assessment is integrated into the Company's enterprise risk management (ERM) process, taking into account both the internal impact on the business and the external impact on society and the environment.

Wynn has adopted a two-year cycle for conducting materiality assessments. This process helps us stay updated with local developments, the latest sustainability trends, and stakeholder concerns. The process enables us to identify and prioritize the ESG topics that are most significant to our business and stakeholders, ensuring our sustainability strategy remains relevant and effective.

In the first year of the two-year cycle, we conduct a comprehensive materiality assessment that combines desktop research with a robust stakeholder engagement exercise. In the second year, we perform a materiality refresh based on local developments and the latest sustainability trends. This allows us to assess and determine whether any updates are required to ensure that our material ESG topics and sustainability strategy remain aligned with current trends.

This year, we enhanced our materiality assessment by applying the principles of double materiality: evaluating sustainability topics from the perspective of both the effect of the ESG factors on our financial performance (financial materiality) and how our business activities impact the environment, people, society, and our other stakeholders (impact materiality). This allows us to obtain a more detailed understanding of the topics and areas associated with our business continuity and development, and also aids in further aligning with evolving sustainability reporting standards.

The materiality assessment process and material topics are prioritized and validated by Wynn's executive management members, followed by approval from the Board of our list of material ESG topics. This ensures the Board is consistently informed about Wynn's material topics, enabling timely and effective addressing of these issues. Our proactive approach allows us to remain adaptable and resilient to the evolving sustainability landscape, thereby maintaining the relevance and effectiveness of our strategy.

## STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT PROCESS

### TOPIC IDENTIFICATION

Wynn identifies our material ESG topics through a structured process that considers our business model and industry characteristics. We conduct a comprehensive benchmarking review of our peers' reports and reference various ESG reporting frameworks, including the Hong Kong Exchanges and Clearing Limited (HKEX) ESG Reporting Code, the Global Reporting Initiative (GRI) Standards, and the Sustainability Accounting Standards Board (SASB) industry standards for the reporting of topics material and relevant to our industry. These frameworks are revisited annually, and Wynn leverages external resources to stay informed on evolving requirements and global best practices.



### TOPIC PRIORITIZATION

Wynn has identified seven key stakeholder groups relevant to our materiality assessment process, detailed in the Our Stakeholders section. We review and prioritize all ESG topics that these stakeholders may find relevant, then arrange engagement exercises with our stakeholders through surveys and interviews. These engagements are conducted based on their perceived willingness to engage regarding Wynn and its operational activities.

Upon collecting survey results and completing interviews, we analyze the responses, material ESG topic rankings and consolidate stakeholder insights. Each topic is assessed by both financial materiality and impact materiality perspectives, alongside emerging risks and trends that could impact our operations in the future. Following this comprehensive analysis and assessment of the ESG topics against risks and trends pertinent to our business, a list of material ESG topics that impact Wynn and our stakeholders is identified.



### TOPIC VALIDATION

The identified material ESG topics are prioritized and validated by Wynn's executive management members, followed by endorsement from the Board on our final list of material ESG topics. These material ESG topics are weighted according to their importance to our stakeholders and our business.



### ESG STRATEGY FORMULATION

Building on the material ESG topics through our stakeholder engagement exercise and materiality assessment, we have structured our ESG strategy and reporting framework into four key sections:

- Our People
- Our Planet
- Our Community
- Our Governance

## 2025 MATERIALITY ASSESSMENT PROCESS

In 2025, Wynn expanded on our materiality assessment process to ensure our sustainability strategy addresses both stakeholder expectations and business resilience, with the following objectives:

- Identify priority ESG topics for Wynn;
- Solidify alignment for sustainability strategy;
- Identify emerging risks and opportunities for sustainability advancement; and
- Re-evaluate previously identified material ESG topics under double materiality.

We engaged a global sustainability advisory firm to perform the materiality assessment. Research was conducted to identify the universe of material ESG topics relevant to both Wynn's business and its industrial peers, facilitating the review and reassessment of relevant ESG topics.

As part of this process, our 20 material ESG topics were evaluated on both their impact on society and the environment, their financial significance to our business, and reflecting the overall relevance of those topics. "Risk and crisis management" has been elevated to a material ESG topic, highlighting the increasing importance of effectively recognizing, addressing, and managing risks and opportunities within our operations. Additionally, "Cultural and natural heritage" has been designated as a relevant material ESG topic, acknowledging Wynn's strategic role in supporting Macau's tourism economy and our dedication to preserving local heritage, which serves as a driver for sustainable tourism and community engagement.

We also refined the naming of three material ESG topics to better capture the full spectrum of Wynn's initiatives and provide a more streamlined, holistic view of how these topics are managed, including "Energy management", "Employee health, safety and well-being", and "Talent attraction, development, and retention".

A more detailed list of our material ESG topics can be found in the materiality matrix on page 19.

## MATERIAL ESG TOPICS BOUNDARIES

Following the identification of our material ESG topics, the boundaries for each material ESG topic are determined with reference to the HKEX ESG Reporting Code, the GRI Standards, and the SASB industry standards. This process involved a boundary mapping exercise, taking into account internal factors such as Wynn's operating environment and external factors such as emerging ESG trends, policies, and regulations. These topics were then communicated to the relevant sustainability team members who support Wynn's response to the identified material ESG topics.

The following table has been updated with the results from the materiality assessment, summarizing the relevance of each of the 20 identified ESG topics, with consideration of the combined significance of their financial materiality and impact materiality, as well as how they address the concerns of the relevant stakeholder groups.

MATERIAL ESG TOPICS	OVERALL RELEVANCE	REPORTING LOCATION	RELEVANT STAKEHOLDER GROUPS						
			GOVERNMENT	GUESTS	NGOs	SUPPLIERS AND LOCAL SMEs	EMPLOYEES	INVESTORS	LOCAL COMMUNITIES
<b>ENVIRONMENTAL</b>									
Climate change and emissions management	●●●	Our Planet	★	★	★	★	★	★	★
Waste management	●●●	Our Planet	★	★			★	★	★
Water management	●●○	Our Planet	★	★			★	★	★
Energy management	●●○	Our Planet	★	★			★	★	★
Sustainable transportation	●○○	Our Planet	★	★		★	★		★
Biodiversity	●○○	Our Planet	★		★				★
<b>SOCIAL</b>									
Employee health, safety and well-being	●●●	Our People	★				★		
Quality guest service	●●●	Our People		★			★	★	
Community investment and engagement	●●●	Our Community	★		★	★	★	★	★
Guest health and safety	●●●	Our People	★	★			★	★	
Talent attraction, development, and retention	●●○	Our People	★			★	★	★	★
Human rights and diversity, equity, and inclusion	●○○	Our People Our Community Our Governance			★	★	★	★	★
Cultural and natural heritage	●○○	Our Community	★	★				★	★
<b>GOVERNANCE</b>									
Corporate governance	●●●	Our Governance	★				★	★	
Compliance with regulations	●●●	Our Governance	★	★	★	★	★	★	★
Ethics and integrity	●●●	Our Governance	★	★		★	★	★	
Responsible gaming	●●●	Our Governance	★	★	★		★	★	★
Supply chain management and responsible procurement	●●○	Our Governance		★		★	★	★	★
Privacy and cyber security	●●○	Our Governance	★	★		★	★	★	
Risk and crisis management	●●○	Our Governance	★	★			★	★	

- Priority Material ESG Topics
- Material ESG Topics
- Relevant Material ESG Topics

# LIVING OUR PRINCIPLES

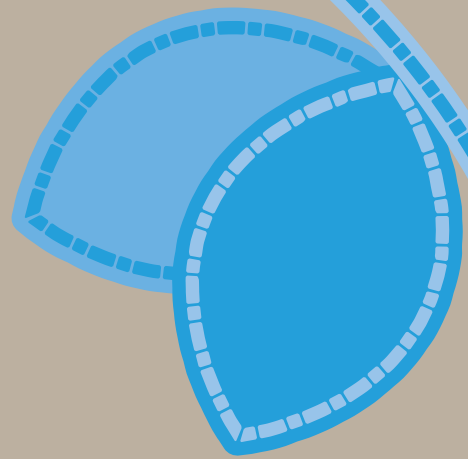
Our dedication to service extends beyond our doors to the communities where we live and work. Our [WML Sustainability Principles](#) and the comprehensive suite of policies that support them guide our decision-making and govern all aspects of our operations. The essence of these sustainability-specific policies and our commitment to sustainable development provides an account of how Wynn pursues ethical, responsible, and inclusive corporate governance in line with local regulations and our values. All our policies and procedures are carried out regardless of race, color, national origin, religion, gender, age, mental or physical disability, marital status, and sexual orientation.

## OUR SUSTAINABILITY PRINCIPLES AND COMMITMENTS

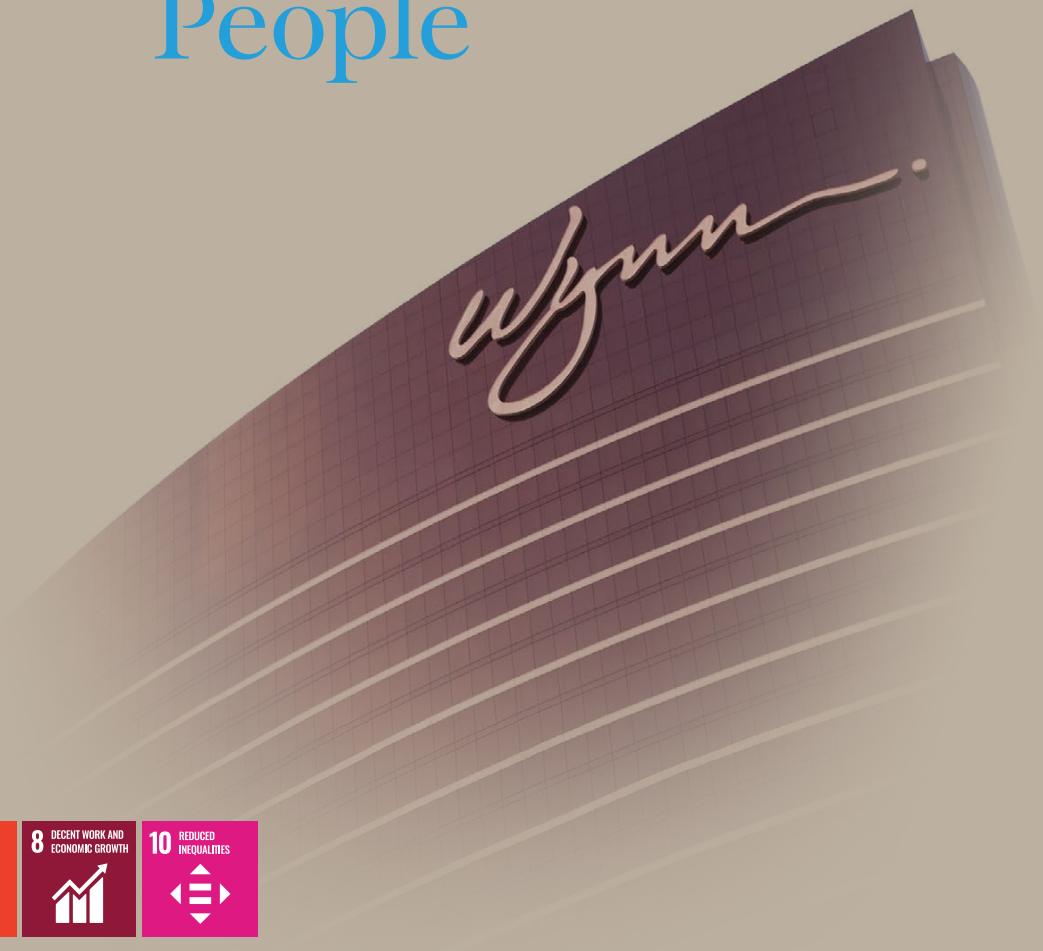
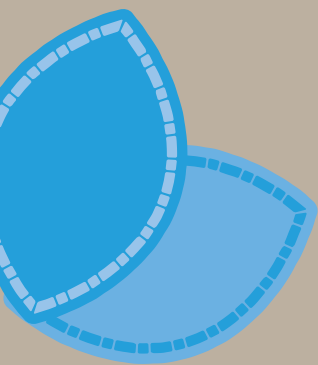


**KEY POLICIES SUPPORTING OUR SUSTAINABILITY PRINCIPLES INCLUDE:**





# Our People



# WORKFORCE MESSAGE

Our team is the backbone of our success. Delivering our award-winning hospitality requires unwavering passion and expertise, and we are proud of the exceptional achievements our team members have made this year. Every interaction with our guests reflects the commitment and professionalism of our team members, and we remain focused on creating an environment where our people feel valued, respected, and empowered to excel.

This year, we strengthened our investment in talent development through the launch of Wynn Ascent, a publication that embodies our values and culture. Complementing this, we continued to offer advanced leadership programs for our employees and local Macau youth through the collaboration with EHL Hospitality Business School (EHL), the world's best hospitality management school. Wynn organized the Wynn x EHL Hospitality Management Certified Program, and expanded operational and service engagement training to ensure leaders and frontline teams are equipped to meet evolving guest expectations. These programs, alongside our collaboration with LinkedIn's Future Ready Program, reflect our commitment to building a resilient workforce that thrives in our evolving hospitality landscape.

Recognizing the competitive labor market in Macau, we continue to prioritize retention and local recruitment. In 2025, thousands of our team members celebrated significant service milestones, with over 4,700 employees surpassing the 10-year mark; this is a testament to Wynn's strong culture of loyalty and community. At the same time, we expanded pathways for local talent through the Wynn Local Development Program, Wynn Culinary Apprentice Program and our Management Trainee Program. These efforts not only safeguard local employment but also nurture the next generation of hospitality professionals.



Employee well-being remains central to our approach. In the second year of our Healthy Enterprise Program, we introduced new health services, organized physical and mental well-being activities, and launched nutrition and healthy diet campaigns to promote holistic wellness. Our comprehensive benefits package ensures that team members can thrive both professionally and personally. We also celebrated family engagement through Wynn Family Month, reinforcing our commitment to work-life balance and supporting working parents.

We are committed to upholding the fundamental principles of respect, dignity, and opportunity for every individual. These values guide our efforts to create a workplace where all team members feel supported and encouraged to contribute fully. As such, we continue to uphold fair employment practices and foster a workplace where every individual feels respected and supported. We frequently show recognition and appreciation for our team members' outstanding contributions, offering incentives to encourage them to give their best at work: this year we had 307 team members nominated as Star of the Month and 136 team members nominated as Diamond of the Quarter. These achievements underscore our belief that our people are our greatest asset, driving service excellence and sustainable growth for years to come.

This section highlights our achievements in 2025 as an employer of choice in Macau.

# WORKFORCE HIGHLIGHTS



**76.0%**

OF TOTAL EMPLOYEES  
ARE LOCAL



**53.9%**

OF OUR LOCAL EMPLOYEES  
ARE WOMEN



**44.2%**

OF MANAGERIAL POSITIONS  
ARE HELD BY WOMEN



**100%**

OF EMPLOYEES HAVE COMMITTED TO OUR  
ANTI-CORRUPTION POLICIES



TOTAL SERVICE QUALITY TRAINING HOURS  
INCREASED BY

**25.5%**

AS COMPARED TO 2024



WON TWO AWARDS AT

**THE FIFTH NATIONAL HUMAN  
RESOURCES INNOVATION  
COMPETITION**

## EDUCATION AND DEVELOPMENT

At Wynn, we recognize that our success is deeply connected to the dedication and expertise of our employees. We are committed to supporting our employees' professional development and growth to achieve our goals and maintain our high service standards.

To support our focus on education and development, we offer our employees regular training opportunities that promote continuous learning and ensure our team members are well-prepared to contribute to our mission. Our training programs cover essential topics such as anti-corruption, responsible gaming, management essentials, guest safety, discrimination awareness, anti-harassment, and ethical business practices, all of which form Wynn's core values.

In 2025, Wynn team members completed over 365,000 training hours, encompassing a total of 3,956 courses through classroom and online training.



Our commitment to excellence is driven by both individual growth and collective achievement. To support this mission, we launched "Wynn Ascent", a publication that embodies our shared values and culture—Excellence, Artistry, Service-Driven, and Progressive, connecting team members across departments, celebrating team accomplishments, and inspiring collaboration and development in both service delivery and workplace culture. Through showcasing authentic examples of collaboration and service excellence, the program promotes a feeling of community and cohesion through reflection and recognition, where team members feel informed, valued, and engaged.

To strengthen our culture further, we launched the Wynn Culture Champion Forum to gather departmental representatives for exchanging ideas and best practices in promoting Wynn's values. The forum offers training and sharing sessions, emphasizing practical methods for implementing cultural artifacts, overcoming challenges, and assessing the impact of cultural initiatives. The forum helps nurture our corporate culture, as well as foster a more connected team that encourages members to reflect on how our values are expressed in their daily work.

Reinforcing our cultural development at the leadership level, our President, Vice Chairman, and Executive Director, Ms. Linda Chen launched our "Chat with the President"—a regular, engaging, open conversation with small groups of cross-department team members, inviting them to share ideas and feedback while enjoying refreshments. These interactions allow our employees to be heard and inspired, helping to foster a strong, company-wide culture.

# EDUCATION AND DEVELOPMENT

## ADVANCING WYNN PROFESSIONALS

As part of our commitment to our valued workforce, Wynn offers a comprehensive range of employee training and development programs to maintain and advance our five-star service.



## NEW HIRE TRAINING

We aspire to hire the industry's most talented and motivated professionals, ensuring an exceptional service experience for our guests.

To support our new hires with a smooth transition into the Wynn family, all employees at Wynn attend orientation training upon joining. This comprehensive program ensures our new team members learn and understand the requirements and expectations assumed by all of our employees to provide the unique hospitality experience we offer at Wynn.

Beyond general training for all employees, Wynn provides specialized training tailored to the unique functions of each department such as Food and Beverage (F&B), Facilities, and Hotel Operations to ensure that new hires gain a clear understanding of departmental policies, procedures, and operational requirements from the outset. Where appropriate, role-play exercises, case study reviews, and vendor-led sessions are included to strengthen guest service capabilities, improve workflow, and expand product knowledge. These targeted programs prepare team members to perform confidently and consistently, reinforcing Wynn's culture of excellence and ensuring the delivery of premium services and guest experience for every guest.

# EDUCATION AND DEVELOPMENT



## LEADERSHIP DEVELOPMENT

We recognize that effective leadership is essential for driving our success and aim to cultivate a skilled workforce capable of navigating the evolving landscape of the hospitality and tourism sectors.

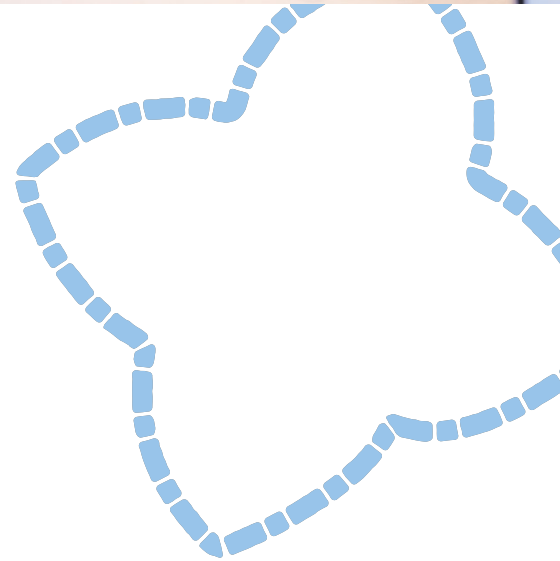
As part of this commitment, Wynn continues its collaboration with EHL, through the Wynn x EHL Hospitality Management Certified Program in 2025. Building on previous success, this year's program features an enhanced three-module curriculum that blends global best practices with practical insights, equipping participants to integrate traditional luxury with personalized service, leverage artificial intelligence (AI)-driven solutions with human-centric hospitality to deliver sustainable and socially responsible service, and apply data-driven decision-making to optimize performance. Delivered by EHL's renowned faculty, the program combines immersive learning through role-play, case studies, and interactive sessions, ensuring participating team members and local Macau youth gain both a strategic perspective and hands-on expertise. Founded in Switzerland with 130 years of history, EHL is recognized globally for shaping managerial talent in hospitality and has been ranked the world's best hospitality management school for seven consecutive years by the QS World University Rankings for Hospitality and Leisure Management. Through this partnership, Wynn equips participants with leadership capabilities that foster a culture of excellence and strengthen the hospitality talent pipeline.

## EDUCATION AND DEVELOPMENT

Leadership development at Wynn extends beyond classroom learning to practical, on-the-job coaching that empowers leaders to elevate guest experiences. The new Operational Train-the-Trainer program sharpens managerial capabilities by embedding training into operational environments, enabling hands-on practice and immediate feedback. Managers learn critical skills for adapting to evolving guest expectations, such as essential coaching techniques, communication strategies, and methods for delivering bite-sized on-the-job training sessions. By integrating learning into daily operations, this initiative transforms knowledge into action, enabling leaders to guide departmental trainers and frontline teams more effectively, ensuring service standards are consistently met and guest journeys remain seamless.

Complementing operational skills, we also introduced a Service Engagement Train-the-Trainer program that focuses on emotional connection and authentic guest interaction, which are key elements in creating unforgettable experiences. Departmental trainers are equipped with techniques such as storytelling, positive reinforcement, and adaptive training methods to make learning for frontline teams enjoyable and impactful. Through this program, trainers have strengthened their ability to inspire and coach with empathy and purpose, reinforcing Wynn's philosophy that "Only People Make People Happy". Emerging from this program is a network of service ambassadors who exemplify excellence and uphold a culture of genuine care throughout every guest interaction.

Looking ahead, Wynn remains committed to offering diverse learning experiences that empower our team members to lead with confidence and deliver the premium service that defines our brand, ensuring we maintain our position as a leader in hospitality industry standards.



# EDUCATION AND DEVELOPMENT

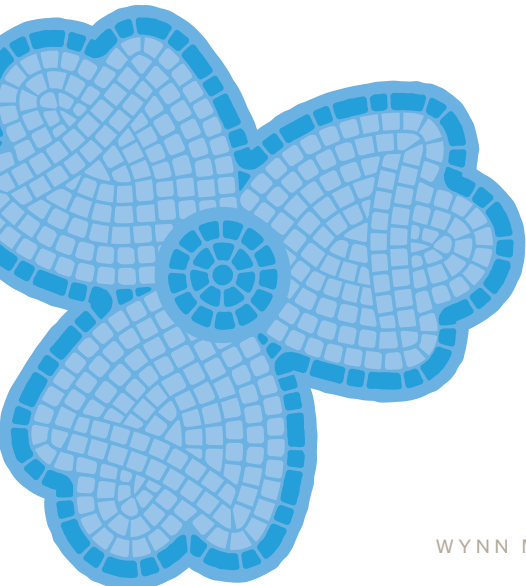
## UPSKILLING TEAM MEMBERS

We highly value equipping our employees with diverse opportunities to develop and enhance their skills, fostering a versatile, experienced workforce ready to tackle any challenge. To this end, we provide various learning opportunities tailored to various levels of employees, enabling them to acquire knowledge across multiple operations in the industry.

In 2025, Wynn was honored to be the only Macau enterprise invited to join LinkedIn's Future Ready Program, a strategic initiative launched in collaboration with 14 leading organizations across Hong Kong and Macau. Leveraging LinkedIn's global network, the program provides participating companies with access to international perspectives and advanced tools that support workforce transformation and future skills development. As a program partner, Wynn utilizes the latest resources and data-driven insights to better understand emerging skill trends and shifts in workforce dynamics. These findings guide the development of long-term talent strategies, enabling us to align training with future job market needs. Through integrating these insights into our learning framework, team members are equipped with essential capabilities, from digital proficiency and interpersonal skills to strategic thinking, ensuring they remain agile and competitive in a fast-changing environment. By proactively staying ahead of emerging trends and strengthening internal upskilling, Wynn not only enhances its workforce resilience but also the sustainable development of Macau's talent ecosystem and supports the broader transformation of the regional workforce.



Further strengthening our commitment to service excellence, Wynn continues to invest in world-class training experiences such as the Forbes Travel Guide program. The program has evolved to include refreshed content and enhanced learning opportunities focused on advanced guest engagement and personalized care. The sessions encourage curiosity, collaboration, and continuous learning, and have received positive feedback from team members. This initiative aligns with Wynn's commitment to embedding luxury service standards into daily operations, ensuring our philosophy of "luxury with personality" is consistently reflected in every guest interaction. By blending world-class service with the warmth and authenticity our team is known for, the training helps create lasting impressions and elevate the overall guest experience. This year, 540 team members have participated in the training, spanning departments such as Front Office, F&B, and Spa Operations. The training is delivered on a quarterly basis, with plans to expand its scope to include additional modules or cross-functional learning tracks.



# EDUCATION AND DEVELOPMENT



Wynn also continued to strengthen our commitment to lifelong learning and workforce development through the launch of the "Return to School Program", created in collaboration with Escola Seong Fan of the Macao Chamber of Commerce. This year, the pioneering initiative admitted 17 dedicated team members to resume their academic journey by enrolling in a three-year senior high school curriculum taught onsite at Wynn by professional educators from the school. With tuition fully subsidized by the government as part of Macau's standard high school education, the program supports both personal and professional growth while aligning with the Macau government's broader talent development priorities. Upon graduation, participants will receive a recognized senior high school diploma, strengthening their academic foundation and expanding their future career opportunities within Macau's hospitality sector and beyond.

Together, these initiatives reflect Wynn's commitment to empowering team members with the skills, confidence, and mindset needed to thrive—ensuring our workforce remains a driving force behind exceptional guest experiences and long-term success.

# EDUCATION AND DEVELOPMENT



## EMPLOYEE ACHIEVEMENTS

2025 has been another remarkable year of achievement for Wynn team members, showcasing their talent, professionalism, and dedication to excellence across multiple platforms.

Wynn continues to champion traditional Chinese culture by supporting young talent in the tea sommelier field. At the 12<sup>th</sup> Ming Xing Tea Specialists National Competition and the 2025 "Shen He Cup" Tea Sommelier Occupational Competition, Wynn team members advanced to the finals with guidance from the F&B team. Their outstanding achievements included the First Runner-up and the Best Design Award at the Ming Xing Tea Specialists National Competition, and two Outstanding Awards for the Shen He Cup.

Beyond the F&B discipline, Wynn also continued to support broader industry talent development through its commitment to upskilling vocational competencies. Co-hosted by the Labour Affairs Bureau of Macau (DSAL) and the Macao Federation of Trade Unions, Wynn was proud to serve as the venue sponsor for the seventh Macao Integrated Tourism and Leisure Enterprises Vocational Skills Competition. Following the resounding success from previous contests, this year 27 Wynn team members competed across three major categories where they demonstrated exceptional technical expertise, creativity, and teamwork. Their remarkable performance garnered an impressive record of 17 awards, including multiple champions and special recognitions. These achievements highlighted not only the capabilities of our team but also the impact of Wynn's long-standing investment in career development initiatives—many winners began their journey through these programs, exemplifying how structured training and mentorship transform potential into professional excellence.



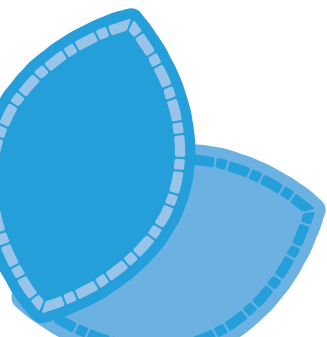
# EDUCATION AND DEVELOPMENT

GAMING AND ENTERTAINMENT	HOTEL SERVICES	GASTRONOMY
Champion (Individual) in Calculation	Special Gold Award in Housekeeping	Gold Award in Chinese Culinary
Record-Breaking Award in Calculation	Most Efficient Award in Housekeeping	The Best Optional Dish in Chinese Culinary
1 <sup>st</sup> Runner Up (Team) in Calculation	Occupational Safety & Health Awareness Award in Housekeeping	The Best Designated Dim Sum in Chinese Culinary
Champion (Individual) in Chip Sorting	Special Gold Award in Facilities Maintenance	Special Gold Award in F&B Western Services
Champion (Double) of Chip Sorting	Occupational Safety & Health Awareness Award in Facilities Maintenance	Table Setting Efficiency Award in F&B Western Services
Gold Award in Game Rules		
Special Gold Award in Customer Service		

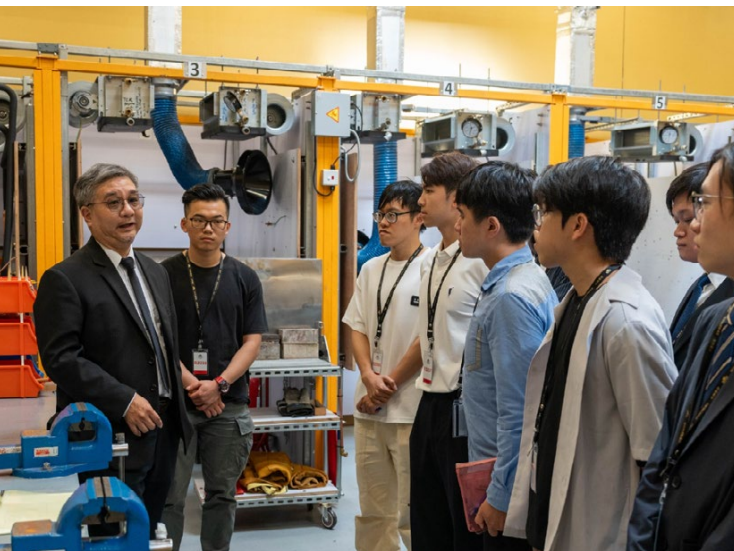


Complementing these external successes, Wynn continues to celebrate success internally through the Wynn Stories program, a platform for team members to share personal milestones and professional accomplishments. We believe many of the most memorable moments come from individuals who exemplify our core values, and by sharing these stories across departments, we foster a culture of recognition and appreciation. By highlighting stories of perseverance, innovation, and excellence, Wynn Stories inspires team members to pursue growth and embrace professional mastery. Every achievement, whether on a global stage or within our own walls, becomes part of Wynn's collective legacy of excellence.

These milestones and achievements collectively reflect Wynn's unwavering dedication to empowering team members, elevating professional standards, and shaping a workforce that drives service excellence and innovation.



# EDUCATION AND DEVELOPMENT



## SUPPORTING LOCAL EMPLOYMENT

Wynn continues to invest in local talent development through its flagship "Hire and Train" approach. Through ongoing collaboration with DSAL, Wynn has rolled out multiple "Hire and Train" programs across hotel operations, F&B, and facilities management. These efforts have already benefited nearly 80 local team members in 2025, preparing the youth for advancing their career in Wynn. Currently, close to 90% of Wynn's middle and senior management roles are held by local employees, underscoring our belief in fostering a resilient and inclusive workforce in Macau. In recognition of our achievements in talent cultivation and development, corporate social responsibility, and sustainable development, Wynn was named "HRLead Leading Brand in Human Resources and Talent Development" at the 5<sup>th</sup> National Human Resources Innovation Competition. This recognition reflects the impact of the Wynn Local Development Program and our "Hire and Train" approach, which helped local residents build foundational skills and progress into cross-disciplinary professional roles.

Relaunched in 2025 with DSAL, the Wynn Culinary Apprentice Program, one of our "Hire and Train" programs, offered ten positions across Chinese and Western kitchens. Apprentices receive a year of hands-on training from experienced chefs and instructors at Wynn's F&B Academy, combining theory and practical experience to build essential culinary skills and operational expertise in high-end kitchens.

To further expand career pathways, Wynn and DSAL launched the Wynn Management Trainee Program to increase career opportunities in stewarding management, facilities management, and front office. These 24- to 36-month programs offer structured training in food safety, hotel systems, and supervisory skills. High-performing participants may be promoted to senior roles, supporting career advancement and upward mobility for Macau residents.

## EDUCATION AND DEVELOPMENT

Wynn's dedication to supporting the Macau government's local employment priorities is reflected in our active engagement across a variety of recruitment initiatives throughout 2025, including 57 events and 5,610 candidate interviews. Through these programs, Wynn strives to improve the local employment landscape in the hospitality industry in Macau.

Internally, Wynn focused on cultivating young talent through structured development platforms such as the Wynn Local Development Program, Culinary Apprentice Program, and the Wynn Internship Program. These initiatives were highlighted at the "Wynn New Talent GO! 2025" ceremony, which showcased opportunities for fresh graduates and aspiring professionals with job openings and career growth at Wynn.

Externally, Wynn extended its recruitment efforts by participating in major local recruitment events such as the Youth Job Fair and the Youth Career Expo 2025, co-organized by DSAL and the Education and Youth Development Bureau of Macau (DSEDJ). These platforms enabled Wynn to connect directly with local youth job seekers, conduct on-site interviews, and showcase specialized training programs in F&B and hotel management. To complement these outreach efforts, Wynn also hosted a dedicated recruitment day at Wynn Macau and Wynn Palace, inviting local residents to explore career opportunities across departments, including F&B, Hotel Operations, Security, and Facilities.

Ahead of the launch of Wynn's Gourmet Pavilion, a premier gastronomic landmark in Asia, Wynn organized a series of job matching sessions to attract and onboard local talent for roles such as chefs, sommeliers, stewards, and service staff. These events featured interactive booths and information sessions, allowing job seekers to engage directly with hiring teams and learn about Wynn's vibrant work culture. New recruits underwent four to six weeks of intensive onboarding and team-building activities to ensure a smooth integration.

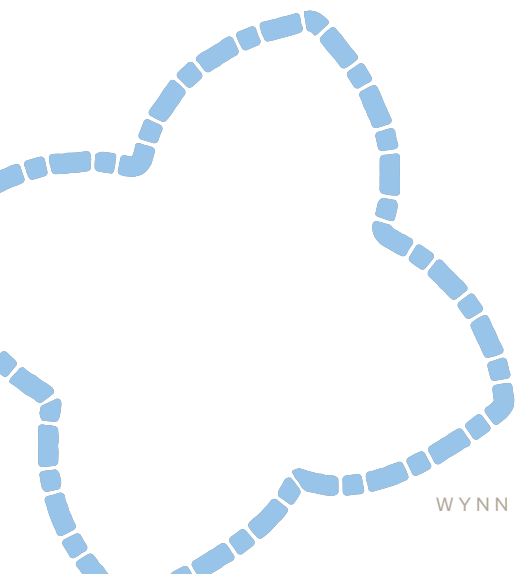


# EDUCATION AND DEVELOPMENT

## NURTURING YOUNG TALENT

Our commitment to investing in young talent goes beyond recruitment. At Wynn, we aim to inspire, educate, and empower the next generation through immersive learning experiences and meaningful career exposure. By collaborating with academic institutions and government bodies, Wynn continues to empower young people to explore career possibilities and develop the skills necessary for future success.

Throughout 2025, the Wynn Internship Program welcomed 165 students from various local higher education institutions, offering a two-day orientation followed by a six-month placement across different departments. This immersive experience gave interns exposure to integrated resort operations while helping them build key interpersonal and professional skills. Top-performing interns were awarded scholarships in recognition of their outstanding performance, reinforcing Wynn's commitment to nurturing future hospitality professionals.



# EDUCATION AND DEVELOPMENT



In alignment with the Macau government's "Tourism + Education" initiative, we continued to organize a series of activities under the Wynn Educational Tour program in 2025, welcoming students from over ten leading institutions, including Tsinghua University, EHL, China Europe International Business School, and Nanjing Institute of Tourism and Hospitality. These tours offered students a behind-the-scenes access to integrated resort operations, including guided property visits, panel discussions with Wynn executives, and community field studies. A highlight of the series was the visit by students from Tsinghua University's "Insight of China" MBA program, who gained first-hand experience via the property tour at Wynn Palace, engaged in a strategic dialogue with Wynn's leadership on hospitality trends and sustainability, followed by a visit to Rua da Felicidade, the first community revitalization project jointly promoted by Wynn and the Macau government. Similarly, students from East China Normal University gained deeper insights into Wynn's sustainability practices through showcases of initiatives such as the Winnow food waste management system, Nordaq 2000 automated water refilling system, and vertical green wall. These immersive experiences not only broadened students' understanding of the hospitality industry but also fostered meaningful academic exchange, sustainability education, cultural appreciation, and awareness of Macau's evolving role as a global tourism hub.

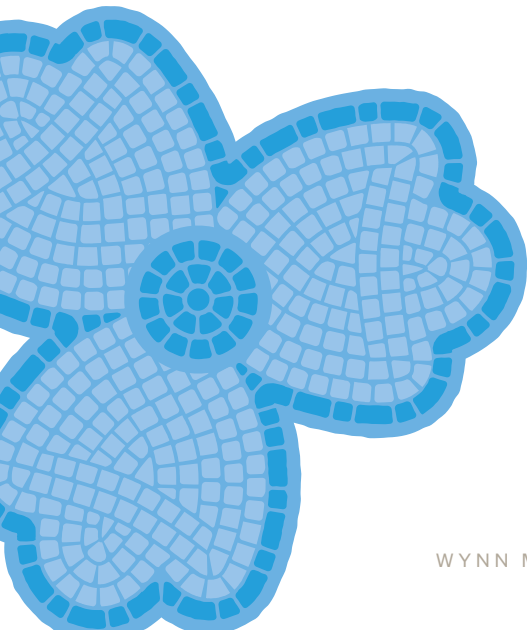
# EDUCATION AND DEVELOPMENT

Complementing these academic engagements, Wynn supports local youth development and continues to inject positivity into the Macau community through experiential programs. In partnership with the DSEDJ, Wynn once again participated in the Summer Internship Program 2025, providing placements to 21 local students across various departments, including Human Resources, Front Office, and F&B. Interns gained hands-on experience in daily operations, including large-scale restaurant service at Gourmet Pavilion, and were awarded certificates upon completion.

To further support technical education, Wynn Facilities partnered with the University of Macau to host a field visit and career talk for engineering students. In March, 36 students from the Electromechanical Engineering program explored Wynn Macau's plant room and audiovisual systems, gaining first-hand insights into integrated systems and operational workflows. A follow-up career talk introduced the Facilities Management Trainee Program, highlighting career prospects in engineering and property management. These engagements help students connect academic theory with industry practice and encourage them to pursue careers in Macau's evolving hospitality infrastructure.



A TOTAL OF  
**659**  
 PARTICIPANTS HAVE  
 JOINED THE WYNN  
 EDUCATIONAL TOURS  
 IN 2025





## WYNN X UNLV STUDENT EXCHANGE PROGRAM 2025

Wynn partnered with the University of Nevada, Las Vegas (UNLV) to launch the Wynn x UNLV Student Exchange Program 2025, a ten-day immersive initiative designed to deepen cross-cultural understanding and provide hands-on exposure to Macau's dynamic hospitality and tourism industry.

The program welcomed a group of UNLV students to Macau, where they engaged in a curated itinerary of workshops, guided tours, cultural experiences, and industry dialogues. From exploring the operational intricacies of Wynn Palace to participating in panel discussions with Wynn executives, students gained first-hand insights into the standards and innovations that define world-class integrated resorts. Beyond professional exposure, the program emphasized cultural immersion and community connection. The exchange included a visit to Rua da Felicidade, Macau's historic district and Wynn's community revitalization project, offering students a tangible example of how hospitality can intersect with heritage preservation and urban renewal. Students also participated in traditional activities such as a dragon dance ceremony, symbolizing harmony and mutual respect between local and American youth. These moments of shared experience helped foster meaningful relationships and broaden students' perspectives on the role of hospitality in bridging cultures.

The program concluded with a closing ceremony celebrating the students' achievements and reflections. Participants expressed how the experience had not only enhanced their understanding of global hospitality practices but also inspired them to pursue careers with greater cultural awareness and purpose. For Wynn, the success of the exchange underscores its role as a catalyst for talent development—providing platforms where education, industry, and culture converge to shape the next generation of hospitality professionals.

Through initiatives like the Wynn x UNLV Student Exchange Program, Wynn continues to leverage Macau's role as an international connecting platform to promote cultural exchange, fostering understanding and collaboration on an international scale, as well as showcasing the uniqueness of Macau as a hub of cultures from around the globe and the long-term development vision "One Centre, One Platform, One Base".





## WYNN TEENAGER EXPLORATION DAY

As part of Wynn's commitment to youth development and family engagement, the Wynn Teenager Exploration Day took place in August during Wynn Family Month in 2025. 40 secondary school students, who are children of Wynn team members, participated in this two-day immersive experience designed to inspire career aspirations and strengthen family connections.

The program provided students with a behind-the-scenes look at integrated resort operations through guided tours and interactive sessions across various departments, including Hotel Operations, F&B, Facilities, Sustainability, Food Safety, and Human Resources. Department heads and young executives led these sessions, offering students first-hand insights into the diverse roles within the hospitality industry while immersing them in Wynn's workplace culture and values. This initiative aimed to foster early career awareness and encourage meaningful conversations between parents and children about their professional aspirations. By providing a supportive and engaging environment, Wynn helped students explore their interests, build confidence, and gain a better understanding of the opportunities available in Macau's tourism and leisure sectors.

The Wynn Teenager Exploration Day enriched Wynn's youth development efforts, reflecting Wynn's holistic approach to talent cultivation, starting with early exposure and continuing through structured learning experiences that prepare young individuals for future success.





## CHERISHING EMPLOYEE HEALTH, WELL-BEING AND BENEFITS

Wynn recognizes that retaining talent is essential to our success. It ensures operational continuity, enhances customer experiences, drives innovation, and maintains our competitive edge in a highly dynamic industry. We offer a comprehensive benefits package tailored to the diverse needs of our team members. These benefits include competitive compensation packages, professional development opportunities, health and wellness programs, and a supportive work environment, all designed to create a workplace where our team members can thrive.

### EMPLOYEE HEALTHCARE AND BENEFITS

Our employees' health, safety, and well-being are of the utmost importance to Wynn. All our employees are offered a corporate benefits plan that includes paid time off, sick leave, bereavement leave, and an extensive medical benefits and dental program. The program also includes:

- Discretionary performance bonuses;
- Eligibility for share awards under our employee ownership scheme;
- Access to an in-house employee clinic;
- Top-up insurance coverage for the employees or their family available at a competitive rate;
- Work-shift meals provided in our employee dining room; and
- Discounts and special offers through our Employee Privilege Program for use at participating vendors in Macau.



# CHERISHING EMPLOYEE HEALTH, WELL-BEING AND BENEFITS

In addition to the regular benefits provided in previous years, this year Wynn included both a special allowance of one month's gross salary and a salary increase of between 2.5% and 5.7% offered to all eligible full-time team members in the first quarter of 2025. Furthermore, our clinic service was expanded to include personalized, one-on-one guidance from dedicated doctors and chronic disease screening using certified testing equipment. We also promoted the free cervical screening tests organized by the Women's General Association of Macau to all female team members, as well as their female relatives and friends, for them to better understand their risk of high-risk-HPV (Human Papillomavirus) infection and cervical cancer.

It is of great importance to us that our employees are able to continue a healthy and happy life following their time at Wynn. To this end, Wynn contributes an additional 5% of each team member's salary to their employee provident fund, assisting them in achieving their retirement goals. By the end of 2025, 88% of our employees participated in our provident fund plans.



Wynn 永利



# CHERISHING EMPLOYEE HEALTH, WELL-BEING AND BENEFITS

## EMPLOYEE WELL-BEING

### WYNN HEALTHY ENTERPRISE PROGRAM

2025 marks the second year of our Healthy Enterprise Program (HEP), which features several initiatives to enhance employee well-being in support of the Macau government's "Healthy Macau Blueprint".

Following the successful implementation of the HEP in collaboration with the Health Bureau of Macau last year, Wynn has continued to broaden our health promotion scope this year, organizing a comprehensive series of activities covering four major areas: physical examination, regular exercise, healthy diet, and mental health. As part of this expansion, we launched the annual Health Screening Rewards Program to encourage team members' participation in self-health management, and introduced additional clinic services to enhance preventive care. Moreover, "Health Plus" tips are provided in our daily pre-shifts, helping to promote health and well-being via fun facts. To encourage active lifestyles among our employees, we organized the Wynn Sports Month activities such as "Daily Exercise Challenge" and partnered with the Macau China Citizens Sports Association to develop personalized fitness plans. We also launched a healthy diet promotional campaign to promote healthy eating, inviting nutritionists to provide dietary guidance to team members and introducing a new system of menu labels in the employee dining rooms, and strengthened mental health awareness through interactive roadshows on resilience and emotional well-being. These efforts, among the many other activities and initiatives held throughout the year as part of the HEP, are being rolled out with our one-stop "Healthy Enterprise Program" platform to integrate healthy habit cultivation, event information and health advice, enabling team members to achieve their health goals more easily.



# CHERISHING EMPLOYEE HEALTH, WELL-BEING AND BENEFITS



In 2025, our employees utilized the health check kiosk close to 75,700 times as part of the reward program, underscoring the growing commitment among our team members to self-health management. We also organized more than 70 health promotion activities for both employees and the public, reaching more than 35,000 participants and extending our positive influence beyond the workplace and into the wider community. We are proud that these achievements reinforced Wynn's recognition as a "Leading Brand in Social Responsibility and Innovative ESG Practices" at the 5<sup>th</sup> National Human Resources Innovation Competition, demonstrating the broader impact of our proactive health management efforts in fostering a health-oriented culture both internally and externally, and establishing Wynn as an industry exemplar in innovative "proactive health management".

Wynn's efforts and dedication to supporting the Macau HEP were acknowledged at the Macau government's Healthy Enterprise Program Awards Ceremony for our outstanding contributions to promoting employee health and creating a vibrant work environment. Additionally, we conducted an annual employee survey to assess satisfaction with the program: 88.5% of Wynn employees reported high levels of engagement and satisfaction as part of the programming created. We are proud to receive this positive feedback and public recognition, which reflects the program's success in cultivating a culture of health and wellness among our team members.

**100+** HEALTH ACTIVITIES AND  
**50,000+** TOTAL ATTENDANCES  
 OVER THE PAST TWO YEARS  
 SINCE THE LAUNCH OF THE WYNN HEALTHY  
 ENTERPRISE PROGRAM

# CHERISHING EMPLOYEE HEALTH, WELL-BEING AND BENEFITS

## PERSONAL ENRICHMENT PROGRAM

Wynn's Personal Enrichment Program offers various initiatives to address our employees' unique wellness and personal development needs. In March, over 1,000 team members were invited to participate in a series of fun, interactive health activities in our back-of-house areas, enjoying engaging games and activities that introduced them to various elements of our health-focused activities as part of our 2025 HEP. We also promoted relaxation and rejuvenation through a range of wellness and anti-stress interest classes, helping our employees refresh themselves through activities such as yoga and sound bath experiences.

## EMPLOYEE ASSISTANCE PROGRAM

Wynn's Employee Assistance Program (EAP) aids us in enhancing employee well-being through a series of initiatives designed to provide resources and support for stress management. One of the impactful activities offered through the EAP this year was an "Identifying Emotional Crisis" roadshow, which helped our team members gain a greater understanding of identifying and coping with emotional crises. We also offered help with addressing mental health challenges through the "Guardian of Life" guide in our employee pre-shifts, informing our employees with helpful guidelines and community resources to aid them in dealing with mental health observations and challenges. Additional mental health resilience support was provided through a "Miracle of Resilience" roadshow, during which employees were invited to discover ways to uplift their resilience.

## SPORTS AND HEALTH INITIATIVES

At Wynn, we have a duty of care to safeguard both the mental and physical health of our employees. Throughout the year, we have promoted an active lifestyle and encouraged our team members to engage in sports, which also aids in fostering greater employee connection. In April, we hosted "Wynn Sports Month" for our team members and their friends and family to embrace the importance of regular exercise. We hosted exciting activities and events throughout the month, with the "Daily Exercise Challenge", in which participants were invited to upload their workout records during the month. Moreover, our team members took part in a variety of sports competitions across Macau during 2025. Our employees joined the 2025 Macao International Dragon Boat Races, with both the Men's and Women's teams achieving fantastic results by advancing to the Grand Finals. Our team also claimed the champion title in the Mixed Category 200M Race at the 2025 Association Cup Small Dragon Boat Race. Beyond dragon boat racing, team members also competed in basketball, bowling, soccer, running, and dart competitions throughout the year, earning multiple championships that demonstrated the strong dedication, teamwork and perseverance of our athletes across diverse sporting disciplines. Complementing these physical achievements, we also promoted green eating through our "Wynn Healthy and Sustainable Diet Campaign", which included new menu labels, a "Healthy Food Pairing" initiative, promotional roadshows, and an invitation to pick up healthy living tips from our on-site dietitian.



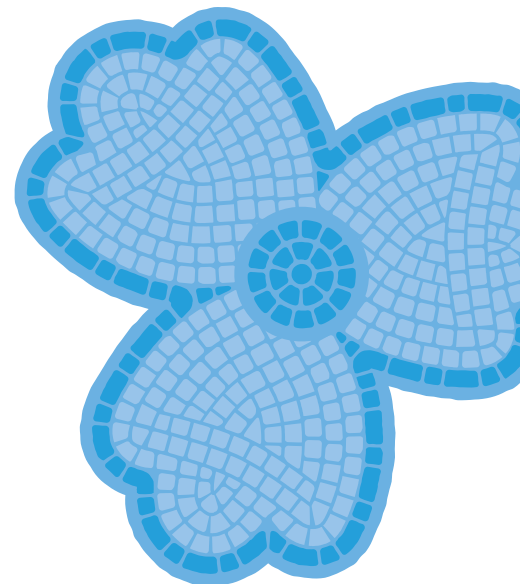
# CHERISHING EMPLOYEE HEALTH, WELL-BEING AND BENEFITS



## SUPPORTING WORKING PARENTS

For employees with growing families, Wynn provides programs and policies to support their work-life balance. We pay attention to the needs of new parents by providing fully equipped 24-hour lactation rooms at our properties. From 1 March 2026, we have enhanced our family-friendly policies by increasing our maternity leave to 90 days, and we have paternity leave of 7 days for eligible team members to support the important moments of their families. Our work towards promoting a family-friendly workplace culture was acknowledged at the annual Breastfeeding Promotion Award Ceremony organized by the Health Bureau of Macau, with Wynn receiving the "Breastfeeding-Friendly Workplace" certificate of recognition for our seventh consecutive year.

We continued to support working parents in achieving a healthy balance between their work responsibilities and family obligations. Throughout the year, our team members and their families participated in a series of activities. August was designated "Wynn Family Month" this year, with a range of exciting, family-friendly activities being held for our employees and their loved ones. This included the launch of our brand-new "Teenager Exploration Day", family workshops, visit and tour, and a family products sale with special offers for team members. Additionally, Wynn Family Open Day was held during the month, inviting over 300 team members and their families to explore our back-of-house areas and gain a deeper understanding of Wynn's operations. Participants visited the Illuminarium, took part in a family skill workshop, and enjoyed a range of booth games. These activities helped our team members create delightful moments alongside their families and coworkers.



# CHERISHING EMPLOYEE HEALTH, WELL-BEING AND BENEFITS

## EMBRACING DIVERSITY AND INCLUSION

The Company is committed to upholding the fundamental principles of respect, dignity, and opportunity for every individual. These values guide our efforts to create a workplace where all team members feel supported and encouraged to contribute fully. By bringing together people with a wide range of experiences and viewpoints, we strengthen our ability to innovate, collaborate, and overcome challenges with greater insight.

## WORKFORCE DIVERSITY

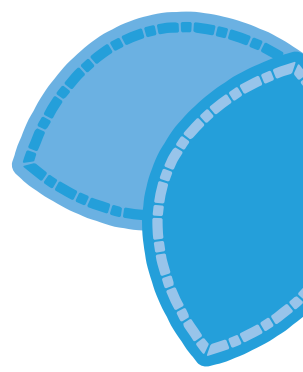
We believe having a broad and varied workforce offers tremendous benefits to us and the local Macau community. We currently have team members that come from 23 nationalities.

In 2025, we held a recruitment day for local people with disabilities, working alongside DSAL and non-government organizations such as Escola Caritas de Macau, The Macau Association for Intellectual Development Services, and Complexo De Serviços Ngai Chun of Macau Special Olympics, to connect people with disabilities with employment at Wynn. We also offer support and assistance through a range of initiatives, including our "Internship Trainee Program for Disabled Students".

OUR TEAM MEMBERS  
COME FROM

**23 NATIONALITIES**





# CHERISHING EMPLOYEE HEALTH, WELL-BEING AND BENEFITS

## WOMEN IN MANAGEMENT

Supporting women in the workplace is a priority for the Company. This year, 40% of our Board of Directors and 44.2% of our management team are women.

## HUMAN RIGHTS

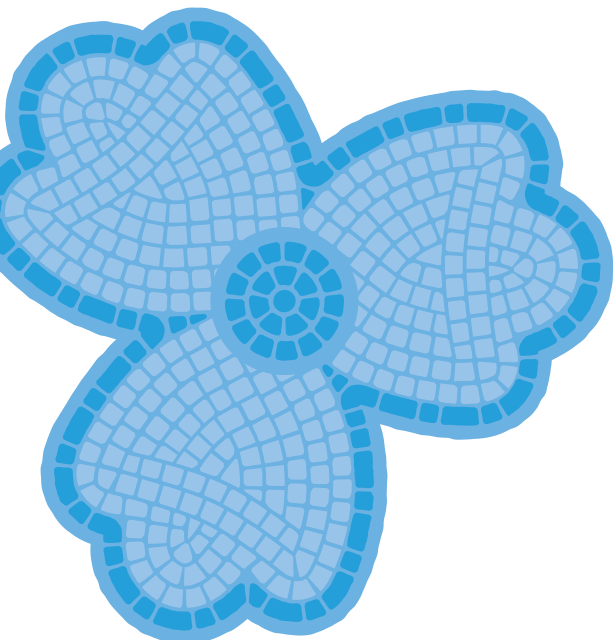
At Wynn, we prioritize respecting human rights, guaranteeing fair and just treatment of all individuals to enhance both professional and personal experiences.

Wynn adheres to labor practices that comply with all applicable laws and regulations. We unequivocally condemn human trafficking and forced labor. Our commitment extends to encouraging workplace health and safety for all employees, fostering an environment where everyone can thrive.

We are committed to eradicating complicity in human rights violations by regularly reviewing our policies and principles, including:

- Code of Business Conduct and Ethics;
- Preventing Harassment and Discrimination;
- Anti-Corruption;
- Occupational Health and Safety; and
- Equal Opportunity and Non-Discrimination.

At Wynn, our commitment to human rights extends beyond our own operations to include our suppliers and partners. We ensure that our expectations and requirements for human rights adherence are clearly communicated and upheld throughout our supply chain, promoting ethical practices at every level. By establishing these standards, we aim to create a culture of respect and dignity, fostering a workplace where every individual is valued and empowered.



# KEEPING OUR TEAM AND GUESTS SAFE

## EMPLOYEE HEALTH AND SAFETY

Wynn's occupational health and safety (OHS) policy ensures the safety and well-being of both employees and guests across our properties. Our policy encompasses a range of key elements, including:

- **Mandatory employee safety training:** We prioritize workforce safety through comprehensive training that equips them 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 for all;
- **Accident reporting and corrective action:** In the event of accidents, our program 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 continuous improvement in safety measures; and
- **Employee committee programs:** We engage employees through committee programs designed to educate and promote safe workplace practices, fostering a culture of safety and ensuring effective implementation of the OHS policy under guidance and supervision through quarterly OHS committee meetings.

In upholding a commitment to employee and guest safety, Wynn steadfastly pledges to:

- **Provide a safe workplace:** We collaborate at all levels of the organization to help ensure that workplaces are free from unsafe conditions and recognized hazards through regular inspection, prioritizing the well-being of all individuals within our facilities;
- **Compliance with regulations:** We adhere to the highest safety standards by fully complying with the local regulatory labor requirements in Macau;
- **Administration and enforcement:** We administer and enforce OHS policy rigorously and regularly to maintain a safe and secure environment. Our OHS committee and executive team review the policy at least every two years to ensure that it is up to date;
- **Proper training:** Employees and contractors are equipped with proper training in the safe use of equipment and machinery, personal protective equipment, hazard recognition, and emergency procedures, empowering them to handle any situation safely; and
- **Safety communication:** All employees and contractors are well-informed about safety rules, regulations, and standards relevant to their respective duties, fostering a culture of awareness and responsibility.



## KEEPING OUR TEAM AND GUESTS SAFE



To raise our team members' awareness of OHS matters, since 2018 we have organized the Hotel & Catering Occupational Safety Card Course in collaboration with DSAL for all Wynn team members, which focused on common workplace hazards and foundational OHS knowledge and equipment safety. In 2025, 1,957 team members completed the safety card program, contributing 15,656 hours of essential OHS training. Wynn also delivers a focused suite of OHS training programs, including fire safety, emergency response, machinery training and safety refreshers for warehouse and inventory control equipment users, and other department-specific hazard prevention training. In total, more than 23,700 hours of OHS training were conducted during 2025.

Beyond traditional safety measures, Wynn continues to integrate innovation into our operations and strengthen our safety infrastructure, reinforcing our overall OHS performance through technology-enabled solutions and proactive risk controls. As part of our preparation for expanding the use of delivery robots to support logistics and material handling in the back-of-house areas, robotics safety reminders were issued to team members to reinforce safe operating practices, ensuring that efficiency gains from automation are achieved without compromising safety while reducing the risk of accidents and strain-related injuries. In addition, the warehouse team conducted the annual warehouse racking system inspection across our main and offsite warehouses to verify the structural integrity of the storage racks, thereby ensuring safety of the working environment for warehouse team.

Wynn's commitment to OHS was further demonstrated at the 11<sup>th</sup> Guangdong-Hong Kong-Macao Safety Knowledge Competition, where our teams of OHS Ambassadors earned an impressive third-place finish, showcasing the team's strong safety knowledge and culture.

The Company is committed to maintaining the highest safety standards and continually striving for excellence in workplace safety. By emphasizing safety education and accountability, the ultimate objective is to consistently enhance safety, reduce property losses, and thereby earn and sustain an excellent reputation among valued stakeholders.

# KEEPING OUR TEAM AND GUESTS SAFE



## OCCUPATIONAL SAFETY, HEALTH AND BENEFITS MONTH

Wynn cares about the physical and mental health of our team members, and continues to strengthen our safety and well-being culture through the annual Occupational Safety, Health and Benefits Month held in October 2025. Continuing our partnership with DSAL, with medical experts from Kiang Wu Hospital and Medicare Clinic, the four-week program delivered a series of OHS Ambassador-led roadshows, interactive games, quizzes and themed competitions across the back-of-house areas to deepen awareness of workplace safety, occupational health and employee benefits.

Across the Safety Week, Benefits Week and Health Week, team members engaged in a range of learning activities, including interactive safety demonstrations and strain-prevention advice delivered by medical professionals, as well as promotions to help team members better understand their benefits coverage. The program also featured the OHS Month Recognition Event, which presented awards to outstanding individuals and teams who excelled during OHS Month, exemplifying our commitment to "Building Together, Walking Hand-in-Hand".

Over the four weeks, more than 10,000 participants took part in OHS Month activities, contributing to a cumulative total of over 35,000 engagements in OHS-related promotions and training by the end of October. By organizing a month-long series of targeted programs and activities, we provide an integrated platform for team members to learn, engage and take proactive steps toward safer and healthier working practices, helping to build a robust culture of safety and health awareness.

# KEEPING OUR TEAM AND GUESTS SAFE

## CARING FOR OUR GUESTS

Service quality and safety are fundamental to Wynn, providing our guests with the luxury, care, and value that define our five-star service. Our operations, services, and supply chain significantly contribute to our business activities and we prioritize guest relations, ensure security, food quality and safety, quality service and guest privacy whenever delivering our exceptional experience to customers.

## CRIME PREVENTION, FIRST AID, AND OTHER GUEST SERVICES TRAINING

We implement a wide variety of training programs aimed at crime prevention to ensure the safety of our guests. Every month, we hold drills and training sessions focused on the theft of belongings, ensuring our team members remain vigilant. In addition, we offer our staff training in basic first aid, emergency evacuation drills, and physical intervention techniques, enabling them to assist guests in emergencies and effectively handle difficult situations.

Since 2016, we have offered Heartsaver Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillator (AED) Training to our team members from Security and the other applicable departments, ensuring they possess crucial life-saving skills and knowledge. Since the training program began, close to 1,700 team members have completed the course, spending over 10,100 hours training to safeguard the lives of our guests and their fellow employees. Additionally, since 2021, we have been organizing crime prevention seminars for all Wynn managerial team members, helping to increase their awareness of crimes related to gambling and other aspects relevant to our business. 500 employees have completed this training since its inception.

In 2025, we further strengthened our frontline response capabilities by offering specialized restraint and removal refresher training and CPR and AED refresher training, equipping team members with updated skills to manage disruptive situations and respond effectively to medical emergencies, complementing our broader crime-prevention and guest safety efforts.

To further enhance security awareness, we provide online training on anti-fraud measures and cybersecurity, focusing on threats such as phishing, hacking, and ransomware. Daily pre-shift and debriefing sessions help keep our team members informed of recent incidents and areas that require extra attention. We also provide hourly reminders to team members through radio broadcasts to safeguard guest belongings in busy areas.

This year we also offered training on Wynn's Service Standards to our team members, aiming to help them recognize the crucial elements that contribute to creating unforgettable experiences for our guests. Through service role-playing and hands-on training, our employees learn how to cultivate emotional connections with our guests to enhance their experience at Wynn.



# KEEPING OUR TEAM AND GUESTS SAFE

## FOOD QUALITY AND SAFETY

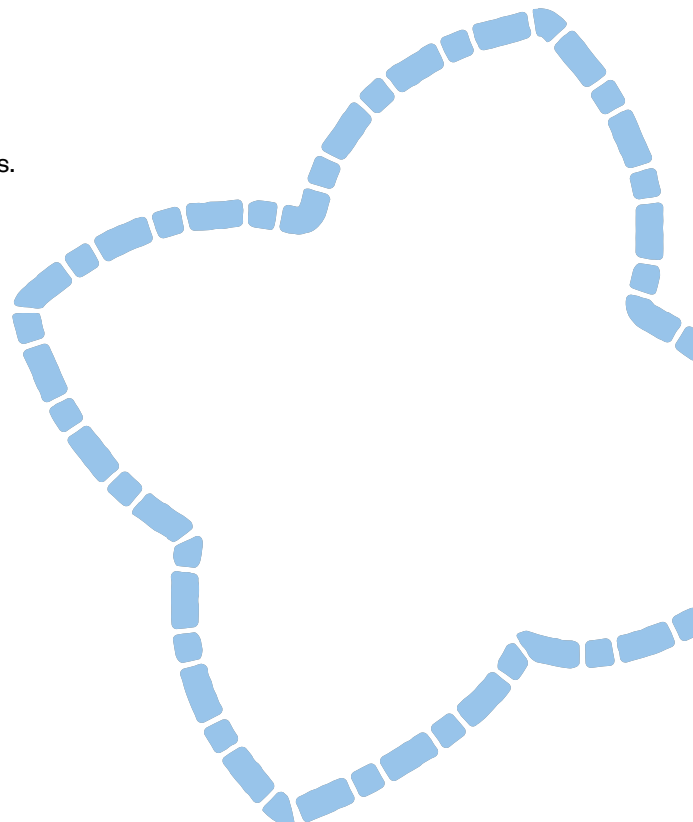
Wynn's commitment to food safety is driven by our implementation of the Hazard Analysis and Critical Control Point (HACCP) system in 2019 at Wynn Palace. HACCP is an internationally recognized safety management system that helps identify, evaluate, and control food safety hazards throughout food preparation and service to mitigate risks associated with foodborne illnesses while also enhancing the overall dining experience. Our HACCP committee, made up of representatives from different departments, meets with management regularly, and yearly audits are performed by a third-party certification company to monitor our entire food processing flow and ensure compliance with HACCP standards. Wynn has held its HACCP certification since 2020.

To foster continuous improvement, we provide regular intensive training to our F&B team members and employ practical and efficient implementation tactics. We deliver pre-shifts to ensure all food-handling staff are aware of proper procedures before starting their work shift. We also have training courses and coaching to educate team members with the latest food safety updates. Furthermore, we assess food safety risks with frequent inspections and monitoring. These help to safeguard the exemplary food service environment offered at Wynn.

## QUALITY SERVICE

Wynn's core values and principles form the foundation for our internal service standards and are also closely aligned with those of the FTG, the globally renowned five-star rating system. Our commitment to the health security of our guests and venues is demonstrated through rigorous health and hygiene protocols designed to minimize the risk of illness and enhance the overall guest experience. These protocols include:

- Health and hygiene protocols;
- Health and safety communication with guests and employees;
- Management accountability;
- Cleaning products and procedures;
- Ventilation;
- Masks and personal protective equipment;
- Health and safety training for employees; and
- Audits and inspections to comply with global health standards.



## KEEPING OUR TEAM AND GUESTS SAFE

We understand that any lapses in these protocols could have serious impacts on both our guests and the community. Therefore, we ensure that our health and hygiene protocols comply with the latest global health standards.

Additionally, as part of our ongoing effort to uphold high service standards and ensure an outstanding experience for our guests, we provide service quality training for our team members. Over the course of 2025, our team members received nearly 32,000 training hours to further enhance service quality. Our training programs cover various areas, including graciousness, thoughtfulness, transformative mindset, and personalized service. We also emphasize F&B quality while integrating technical skills and knowledge to improve efficiency.

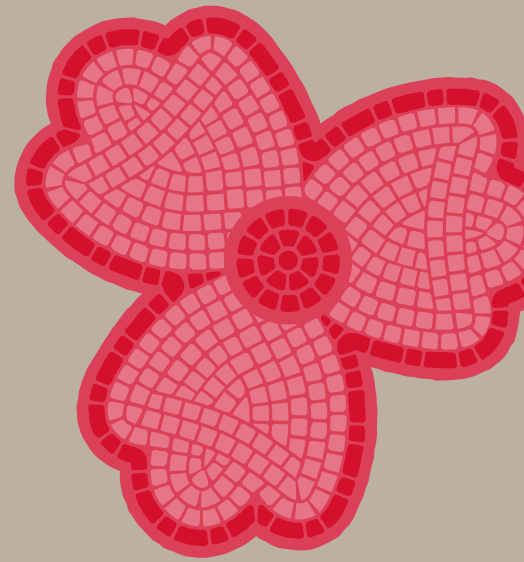
This year, we launched a 12-hour training program for F&B staff aimed at helping them develop meaningful guest connections through refined storytelling and interaction techniques. We also held an ambitious three-day "Wynn Service Program" for all frontline team members, helping them elevate overall service quality and better create a memorable experience for our guests. This comprehensive approach to quality service ensures that our team is well-equipped to deliver the exceptional service that Wynn is renowned for.

### GUEST PRIVACY

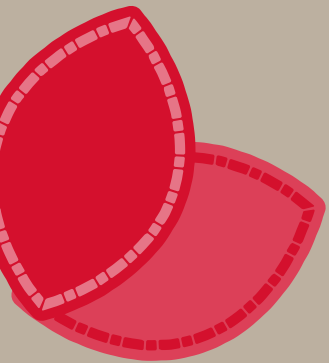
Beyond health and safety measures, our guests deserve the utmost privacy and security during their stay at Wynn. Wynn's information security program is designed to protect the accuracy and integrity of all company information, including employee, guest, and related operations and suppliers' data, to avoid any threats that could result in compromised data privacy, reputational damage, or financial loss. We have a designated department overseeing privacy issues to ensure accountability and clarity. Our privacy policy is integrated into our group-wide risk and compliance management system, emphasizing our commitment to safeguarding personal information. We conduct regular third-party and internal audits of our privacy policy compliance to uphold high standards, reinforcing a zero-tolerance approach for breaches, with disciplinary actions for violations.

**25.5%** INCREASE  
IN SERVICE QUALITY  
TRAINING HOURS  
AS COMPARED TO 2024





# Our Community



# COMMUNITY MESSAGE

At Wynn, we treat community care as a responsibility, embracing wholeheartedly our role in forging meaningful relationships and shared prosperity with those around us. In 2025, we continued to deepen our commitment to Macau's social and economic development through a wide range of initiatives that empower youth, support local businesses, promote cultural exchange, and enhance public well-being with our philanthropy and volunteerism efforts. Our guiding principle, "To care about everyone and everything", remains central to our mission, shaping the way we engage with the community and contribute to Macau's long-term prosperity.

We believe that investing in local talent is investing in the future. This year, Wynn partnered with leading educational institutions to offer scholarships, internships, and leadership development programs that help young people discover their potential and prepare for success. We partnered with various education institutions to support young students, including through the launch of our international student recruitment program with the Macau University of Science and Technology (MUST), and continued to support the long-running U18 Youth Career and Leadership Development Program, which has trained over 200 young leaders. These efforts align with the Macau government's "1+4" strategy and promote international knowledge exchange.

Wynn also remains committed to enhancing vocational and technical skills through hands-on learning experiences. Our Culinary Internship Program, now in its fourth year, has trained nearly 40 local students, preparing them for careers in Macau's catering industry. We further supported the development of Macau's creative industries by co-hosting masterclasses and cultural festivals, including the Macau International Youth Performing Arts Festival, and the 5<sup>th</sup> Greater Bay Area Chinese Theatre Cultural Festival.

Supporting local SMEs is another cornerstone of our community strategy. Through targeted procurement policies, curated roadshows, and support for digital transformation, we helped businesses grow sustainably and adapt to new market demands. Our SME partnership program provided equipment and safety upgrades for local vendors, while our participation in the Macao International Environmental Co-operation Forum and Exhibition (MIECF) attracted nearly 300 SMEs and over 1,100 participants. These efforts not only strengthen the local economy but



also promote green innovation and sustainable development.

Wynn's commitment to public health and wellness was further exemplified through Wynn Palace's Blanc De Vie Medical Centre and EliteKinesio Medical Centre, which offer high-end medical aesthetic services and physical therapy treatments for guests. These pioneering facilities contribute to the growth of Macau's health and wellness industry, positioning our city as a premier wellness tourism destination.

Wynn is also proud to contribute to Macau's integration with national development priorities and regional collaboration. In 2025, we participated in the National Security Education Exhibition for the seventh consecutive year, reinforcing our commitment to fostering awareness of national sovereignty and stability among our team members. Beyond education, Wynn actively supported rural revitalization efforts through partnerships with mainland provinces, sponsoring cultural exchanges and investing in local infrastructure projects that improve livelihoods and promote sustainable growth. We also played a key role in regional cultural and youth development initiatives, which brought together communities in the Greater Bay Area. These efforts underscore our dedication to cross-boundary collaboration and cultural preservation, empowering the next generation to contribute meaningfully to China's modernization journey.

Wynn's success is deeply intertwined with the well-being of the Macau community. We care about our community, and truly believe that when society improves, businesses and people naturally thrive. We are proud to serve as a reliable partner in fostering inclusive growth, cultural vitality, and social resilience. As we look ahead, we remain committed to building a brighter future for all, shaped by collaboration and shared prosperity.

# COMMUNITY HIGHLIGHTS



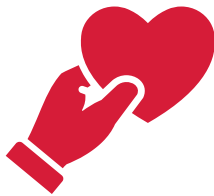
**HK\$115.3M**

DONATED AND SPONSORED  
TO COMMUNITY GROUPS,  
NON-PROFIT ORGANIZATIONS  
AND GOVERNMENT INITIATIVES



**10,221**

HOURS OF  
VOLUNTEERING



**3,310**

VOLUNTEERS PARTICIPATED  
IN COMMUNITY ACTIVITIES



**84.2%**

OF TOTAL PROCUREMENT SPEND  
FROM LOCAL MACAU SUPPLIERS



MONETARY DONATIONS AND SPONSORSHIPS  
INCREASED BY

**34.3%**

AS COMPARED TO 2024



NUMBER OF VOLUNTEER PARTICIPANTS  
INCREASED BY

**16.3%**

AS COMPARED TO 2024



## INVESTING IN YOUTH AND EDUCATION

Wynn places great importance on nurturing local talent, particularly among Macau's youth. Each year, we organize various programs and activities designed to offer development opportunities, helping young individuals hone their skills and talents and guiding them towards success in our modern, ever-changing society.

Our dedication to social responsibility is reflected in our unwavering support for national education initiatives targeting Macau's young population. We are devoted to enhancing the capabilities and expertise of the next generation in line with the Macau government's vision of promoting a national spirit and reinforcing youth development efforts.

Throughout 2025, Wynn has been proactive in assisting local educational institutions in cultivating talent and has set up scholarships in major universities. These contributions are intended to strengthen higher education provision by supporting innovative academic research, nurturing leading research talent, and encouraging academic collaborations, thereby contributing to the region's economic diversification through education.

### EMPOWERING STUDENTS TO EXPLORE THEIR FUTURE

By nurturing talent and empowering the younger generation, Wynn is both strengthening our local workforce and helping to support Macau's economic diversification, ensuring our long-term resilience and competitiveness. In 2025, we partnered with MUST to launch an international student recruitment program, offering scholarships to overseas students in key master's programs at MUST. This complements our other scholarship partnerships with the other major universities in Macau, with over MOP500,000 granted to five institutions annually. These initiatives align with the Macau government's "1+4" strategy and promote international knowledge exchange in fields such as culture, finance, technology, and tourism, strengthening Macau's position as a World Centre of Tourism and Leisure.

# INVESTING IN YOUTH AND EDUCATION



In addition to our partnerships with universities and educational institutions, Wynn is also committed to empowering Macau's youth through our "U18 Youth Career and Leadership Development Program", co-organized with the Women's General Association of Macau. Now in its fourth year, the program has trained over 200 young leaders since its inception, equipping them with skills in career planning, leadership, and social responsibility.

In June 2025, Wynn hosted a combined award ceremony for the 2024 program and inauguration for the 2025 program. This year's program will place an emphasis on the holistic development of Macau's youth, offering visits to Hengqin to experience national development, anti-fraud awareness courses in partnership with the Judiciary Police of Macau, and the opportunity to better understand Macau's "Tourism+" diversified economic development program. Participants will also benefit from health support sessions and interactive activities that showcase Macau's cultural and economic diversification, including practical experiences at Wynn Experience Day, community tours, and industry sharing sessions, helping young people broaden their horizons and prepare for future opportunities. By leveraging Wynn's resources and expertise, the program provides a strong platform for youth to become future leaders in the hospitality and tourism sectors and contribute to Macau's sustainable growth.

This year Wynn also supported youth innovation by showcasing the work of Pui Ching Middle School students from the International Genetic Engineering Machine Design Competition at MIECF in March 2025.

In addition to these externally-focused events and initiatives, this year, Ms. Linda Chen was honored at the 2025 Honorary Fellowship Conferment Ceremony of MUST, celebrating our contributions towards Macau's economic, cultural, educational, and healthcare development. This award highlights the importance of shared growth, corporate social responsibility, and the charitable vision of Wynn Care. It also recognizes the success of Wynn's youth investment initiatives and local development efforts, while also inspiring students to contribute to Macau society through continuous learning and innovation with a pragmatic mindset.

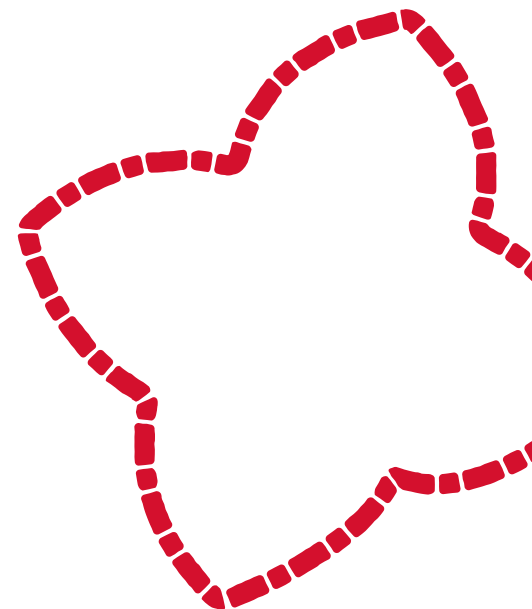
# INVESTING IN YOUTH AND EDUCATION

## ENHANCING VOCATIONAL AND TECHNICAL SKILLS OF OUR YOUTH

Wynn works to empower local youth by offering diverse internship opportunities that provide students with a comprehensive understanding of the hospitality industry. These programs are thoughtfully designed to blend theoretical learning with hands-on experience across key operational departments, enabling participants to gain valuable insights. Through mentorship and real-world exposure, interns are able to develop practical skills and confidence, laying a strong foundation for future careers in hospitality and contributing to the sustainable development of Macau's talent pool.

Since 2021, Wynn has partnered with the local public school, Escola Luso-Chinesa Técnico-Profissional, to host the Wynn Culinary Internship Program. Over the past four years, the program has trained nearly 40 aspiring culinary students by providing mentorship from seasoned chefs and giving them exposure to real-world culinary operations. The 2025 graduation ceremony for this year's cohort celebrated the achievements of the young talent, who are now equipped with the skills and confidence to pursue careers in Macau's catering industry.

In addition to nurturing young talent, Wynn actively contributes to the broader culinary community through knowledge-sharing and cultural exchange. This year, Wynn co-hosted a masterclass on Macanese and Guangdong cuisine with the Macao University of Tourism (UTM), aiming to foster innovation between Eastern and Western culinary traditions while reinforcing Macau's reputation as a UNESCO-designated "City of Gastronomy". Representatives from the Wynn F&B Academy led a sharing and demonstration session that highlighted the essence of Macanese cuisine, engaging over 50 industry professionals and promoting the rich culinary heritage of the region.



# INVESTING IN YOUTH AND EDUCATION

## FOSTERING ARTISTIC, CULTURAL AND ATHLETIC GROWTH

Wynn is proud to support the development of Macau's creative industries and cultural identity by providing platforms for young people to explore and refine their artistic talents. In January 2025, we held the "Film and Television Talent Training Programme" award ceremony to celebrate the achievements of 45 local youths, who honed their screenwriting and film production skills with Wynn's support. Furthering our commitment to cultural enrichment, Wynn co-organized the 2025 Macau International Youth Performing Arts Festival, which brought together over 400 attendees and featured masterclasses led by renowned artists, offering young participants hands-on learning experiences and performance opportunities.



In addition to arts and culture, Wynn also champions youth development through sports and literacy programs, recognizing their importance in building well-rounded individuals. In May 2025, Wynn partnered with the Macau Rugby Union to host the Greater Bay Area Touch Rugby Championship, and a Children's Rugby Experience Day which invited children to learn the fundamentals of rugby under the guidance of professional coaches, celebrating competitive spirit and community engagement. The Wynn Care Foundation also supported the Macau Black Bears U16 Youth Team in October to compete as the only Macau team in the Asia Pacific Youth Basketball Tournament 2025. With this sponsorship, the Wynn Care Foundation aims to highlight the positive image and strength of Macau's young athletes while promoting sports as a medium for Macau's teenagers to foster exchanges with their peers across Asia, and broaden their horizons on the international stage. Beyond athletics, Wynn collaborated with Syllable — Educational and Literary Association to host a parent-child reading workshop at Rua da Felicidade in celebration of World Reading Day and the City of Macao Reading Month 2025. The event featured interactive storytelling designed to cultivate good reading habits and a love for literature among young participants.

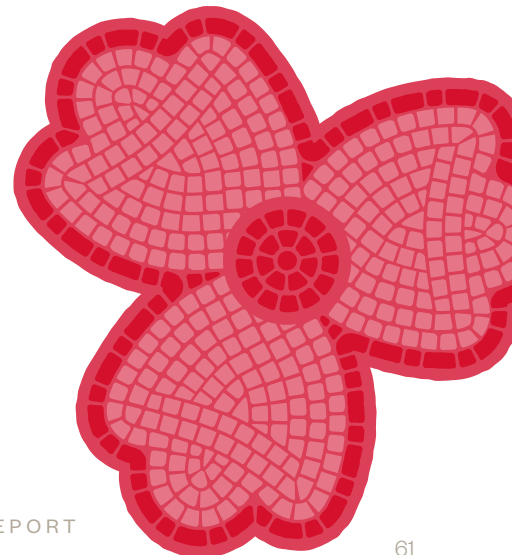
Through these programs, we aim to enrich the public's artistic literacy and also integrate the development of the sports, culture, and tourism industries in Macau, helping to position Macau as both a "City of Performing Arts" and a "City of Sports".



## SUPPORTING ENTREPRENEURSHIP AND INNOVATION

At Wynn, we are dedicated to supporting the development of local talent and SMEs, showcasing our firm belief in growing together for the betterment of our operations and Macau as a whole. To facilitate their growth, we have a policy prioritizing local suppliers. We actively seek out qualified local companies that can provide competitive, high-quality products and services to establish mutually beneficial partnerships. Where possible, we do our best to prioritize suppliers who demonstrate good sustainability practices and align with our sustainability vision. As part of our supplier bidding process, we require input from at least three bidders, and wherever possible, at least one of them must be a local SME based in Macau.

We are also continuously improving our supplier evaluation process. This year we are working to collect more information and feedback on the environmental performance of our suppliers via a questionnaire. This approach helps us to better understand their knowledge and participation in sustainability-related initiatives, and enhances the engagement with our suppliers in promoting sustainable practices.

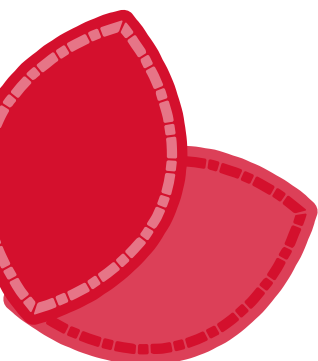


# SUPPORTING ENTREPRENEURSHIP AND INNOVATION

## LOCAL SME PROCUREMENT PARTNERSHIPS

Wynn aims to consistently strengthen and promote a collaborative environment that supports partnerships with local SMEs. We believe that empowering these businesses with the knowledge and skills necessary to overcome hurdles and enhance operational capabilities is fundamental. By focusing on sustainability and collaboration, Wynn not only supports the growth of local businesses but also helps to build a more resilient and dynamic marketplace, echoing our broader commitment to corporate social responsibility and sustainable development.

One focus of our SME partnerships has been those involved with Macau's sports economy, which holds great potential to create new opportunities for local SMEs and young entrepreneurs. This year, in partnership with the Hou Kong Junior Chamber, Wynn hosted a themed seminar focusing on the emerging sports economy and the vision of building Macau into a "City of Sports". Following the seminar, Wynn facilitated a business matching session involving around 100 SME representatives to explore collaboration opportunities.



## SUPPORTING ENTREPRENEURSHIP AND INNOVATION

Beyond supporting the sports economy, Wynn continues to champion the development of local SMEs through targeted initiatives and strategic partnerships. Wynn is a proud co-sponsor of the Macau government's Scheme for Digital Support Services for SMEs 2025, which encourages local SMEs to carry out a digital transformation in their marketing campaigns, payments, and other daily operations. Wynn's continued financial support reflects our dedication to helping SMEs thrive in an increasingly digital economy. We also offered our support in-house through the "Wynn Care: SMEs Product Sale" series in our back-of-house areas throughout the year, which introduced our team members to a curated selection of products, encouraging our employees to embrace homegrown brands and special products worldwide, and strengthening our partnerships with local SMEs through a variety of roadshows, festive workshops and product sales.

Wynn continued our Local SME Partnership Program in 2025 as part of our ongoing commitment to supporting the development of local SMEs and in alignment with the nation's focus on developing new, quality productive forces. Under this year's program, Wynn hosted a "Local SME Procurement Partnership Meeting and Sustainable Development and Healthy SME Partners Recognition Ceremony" during the MIECF held in March 2025, attracting nearly 300 local SMEs and over 1,100 participants to explore collaboration opportunities and celebrate outstanding achievements in green innovation. Wynn also showcased our latest sustainability initiatives, and recognized the achievements of local suppliers toward sustainable development and the expansion of green production capacity, with our shared goal of building "A Greener Future, A Happier Macao". In parallel, Wynn continued the SME Equipment Improvement Program which was launched in 2023, providing SMEs with sponsorship for equipment upgrades to enhance business efficiency and productivity. In 2025, the program was expanded to include OHS improvements.



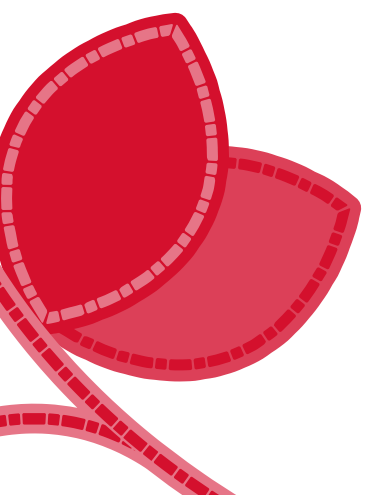
In addition to the aforementioned initiatives, this year we were pleased to continue supporting the 30<sup>th</sup> Macao International Trade and Investment Fair, organized by the Commerce and Investment Promotion Institute of Macau, to promote the growth of local enterprises and technological and business innovation. During the event, we hosted the "2025 Wynn Local SME Procurement Partnership Meeting and Live-streaming E-commerce Event", a four-day activity featuring face-to-face meetings with local suppliers to explore potential collaborations, a commendation session for innovative enterprises, live commerce and online marketing training on "Specialized Distinctive Shops", attracted over 200 local SMEs.

# SUPPORTING ENTREPRENEURSHIP AND INNOVATION

## LOCAL SME TRAINING

Building on our commitment to support local SMEs through a range of holistic initiatives, we hosted various SME training workshops throughout the year to enhance their business management knowledge and skills, such as:

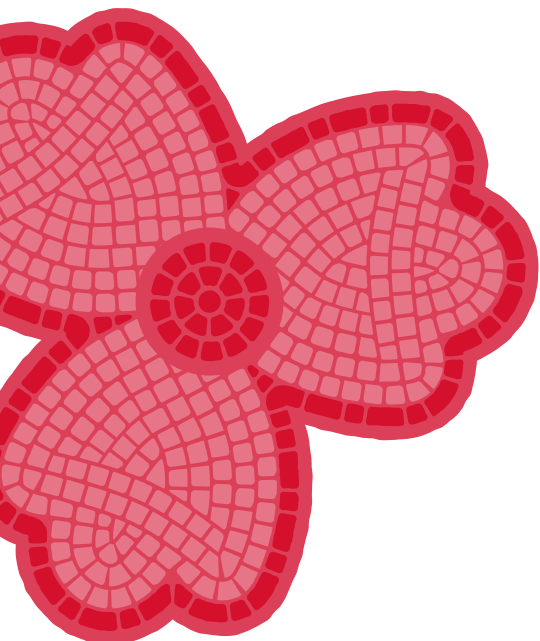
- "Breakthrough Thinking for SMEs: Embracing Challenges and Pathways to Innovative Development", which provided insightful analysis of current challenges facing SMEs, as well as various innovative management methods to help leaders effectively tackle challenges and create opportunities for their businesses;
- "New Digital Opportunities for SMEs—Tapping into Xiaohongshu", a workshop to empower SMEs with the skills to seize opportunities arising from digitalization and the "RedNote Economy";
- Conducting a "Beyond the Fine Print—Unlocking Essential Skills for Contract Success" training workshop to empower SMEs with business soft skills; and
- Supporting the 2025 "UltiMater"—The 4<sup>th</sup> Innovation and Entrepreneurship Exhibition at the University of Macau, in which Wynn was invited to give sharing on industry-education integration and meet with science and technology innovation companies to explore potential future collaborations.





## AFFIRMING DYNAMIC TOURISM

Wynn is committed to broadening Macau's international appeal and further bolstering Macau's offerings as a tourist destination by hosting top-tier international events and conventions, supporting the Macau government's objective to deepen tourism crossover synergy and tap into overseas customer markets. By creating opportunities for local residents and international visitors to experience the vibrancy of our city, Wynn aims to advance the collaborative development of Macau's tourism and leisure sports industry. This in turn strengthens Macau's position as a World Centre of Tourism and Leisure, elevating its international image.



# AFFIRMING DYNAMIC TOURISM



## DIVERSE ROADSHOWS TO PROMOTE TOURISM AND GASTRONOMY

Wynn continues to elevate our city's global tourism profile by hosting and participating in high-impact cultural and gastronomic events. At the 13<sup>th</sup> Macao International Travel (Industry) Expo, our iconic Wynn SkyCab booth showcased exclusive member experiences and a live-streaming session aligned with the "Belt and Road" initiative, connecting global influencers and promoting cross-border business opportunities. During the Expo, Wynn also celebrated Macau's designation as the "Culture City of East Asia 2025" alongside major tourism organizations from China, Japan, and Korea, expanding Macau's global reach.

To further enrich Macau's appeal as a Creative City of Gastronomy, this year Wynn launched the Gourmet Pavilion at Wynn Palace, a vibrant new culinary landmark that brings together Asia's most celebrated flavors—from Michelin-starred dishes to beloved street fare—within a stunning space created by a world-renowned designer. With its fusion of exquisite architecture and diverse cuisine, Gourmet Pavilion offers guests an immersive dining experience that celebrates the richness of Asian culinary heritage and reinforces Macau's reputation as a global destination for cultural and gastronomic excellence. It also served as the host venue for the 5<sup>th</sup> Macau Qingdao International Beer Carnival in November 2025, featuring a variety of beer products and facilitating exchange and communication between Macau and Qingdao. In a similar vein, Wynn hosted a series of world-class sake events this year featuring over 180 premium sake selections, exclusive pairing dinners with renowned Japanese breweries, and the inaugural Oriental Sake Awards Champion Sake pairing event.

To promote our dynamic tourism initiatives outside Macau, this year Wynn participated in a range of "Experience Macao" roadshows held in mainland China, Indonesia, Japan, Korea, Malaysia, Portugal, and Thailand, as well as a cultural market fair in Shanghai. At each destination, Wynn showcased Macau's vibrant "Tourism+" offerings through immersive exhibition booths. These roadshows presented Macau to international visitors as a multifaceted destination for leisure and business. Looking ahead, Wynn remains committed to working closely with the government and community partners to showcase Macau's extensive "Tourism+" elements and support its goal of driving economic diversification.



# AFFIRMING DYNAMIC TOURISM

## WYNN SIGNATURE

Wynn continues to play a pivotal role in promoting the city's tourism industry by hosting luxurious and exclusive events that highlight Macau's unique cultural and lifestyle offerings. In alignment with the Macau government's "1+4" diversified development strategy and to foster sustainable development of the non-gaming tourism sector, Wynn introduced its exclusive lifestyle brand, Wynn Signature, in 2023 to redefine the resort experience and explore new opportunities for global guests. Through Wynn Signature, Wynn delivers world-class events that blend luxury, culture, and innovation, showcasing Macau's distinctive appeal and supporting regional economic growth. To support this vision, our dedicated "Wynn Signature" team works diligently to deliver exceptional, world-class events in Macau.



This year, we once again hosted the Wynn Signature Chinese Wine Awards, a landmark event that brought together 27 of the world's top wine experts to evaluate over 900 wines from close to 200 elite Chinese wineries. Supported by the Macao Government Tourism Office and held at Wynn Palace, the judging week featured masterclasses, seminars, and exquisite culinary experiences, reinforcing Macau's role as a hub for "Tourism + Gastronomy". With global media, industry professionals, and representatives from China's leading wineries gathered in this event, Wynn is dedicated to underscoring Macau's strategic positioning as a platform for international cultural exchange and brand elevation, promoting both the Wynn Signature brand and Chinese wine culture and tradition on the global stage.



In parallel, we are proud to host the third edition of the "Wynn Signature—2025 Hypercar Exhibition" in late 2025, showcasing over 20 of the world's most coveted supercars alongside exclusive collaborations between automotive legends and luxury powerhouses. Taking place at both Wynn Palace and Wynn Macau, the exhibition coincided with the Macau Grand Prix, creating the city's ultimate celebration of speed, luxury, and craftsmanship through a series of specially curated experiences. The event offered a unique blend of "Tourism + Sports", allowing visitors to marvel at the exceptional technological craftsmanship on display whilst immersing in unforgettable discoveries and luxurious lifestyle experiences.

# AFFIRMING DYNAMIC TOURISM

## PROMOTING SPORT TOURISM

Wynn is devoted to promoting Macau as a "City of Sports" by hosting prestigious sporting events and cultivating a vibrant local sports culture. Through a diverse array of activities held throughout the year, Wynn encourages healthy lifestyles and community engagement while also supporting the Macau government's vision for tourism and leisure sports integration. These efforts align with Wynn's broader commitment to enriching the city's non-gaming offerings and reinforcing its position as a dynamic destination for both leisure and sport.

2025 marked a historic first for Macau, with the 15<sup>th</sup> National Games, the 12<sup>th</sup> National Games for Persons with Disabilities, and the 9<sup>th</sup> National Special Olympic Games of the People's Republic of China being jointly hosted by Guangdong, Hong Kong and Macau. Wynn donated MOP40 million in sponsorship and venue support towards the events, providing the venue for the 3x3 basketball competition at the Wynn Palace South Lawn. We also donated carbon credits to the Games, facilitating the development of carbon-neutral sports events in Macau. In addition to these donations and sponsorships, Wynn team members also took part in the exciting torch relay that kicked off the Games, and we encouraged all our team members to join a series of sports challenge activities to inspire everyone to move in spirit with the nation's inspirational athletes.

In parallel, Wynn also hosted the International Series Macau, the largest golfing event in Macau, for the second year. This prestigious Asian Tour golf tournament featured a USD2 million prize pool and served as a qualifier for the Open Championship, which attracted elite players from around the world. As the official hotel and sponsor, Wynn Palace hosted a vibrant Fan Zone with interactive golf activities, live entertainment, and hospitality experiences that engaged both local residents and international visitors. Wynn was also one of the main sponsors of the 72<sup>nd</sup> Macau Grand Prix, which features one of the most challenging street circuits in the world. Wynn's support for these events not only showcases world-class athletic talent but also reinforces Macau's appeal as a destination for high-profile sporting events.

Looking ahead, Wynn is dedicated to attracting more international sporting competitions to Macau in line with the Macau government's "1+4" diversification development strategy. These significant events offer exceptional experiences for both locals and visitors, while also aiding the development of the tourism and leisure sports industries through collaboration, allowing Wynn to contribute towards reinforcing Macau's status as a World Centre of Tourism and Leisure.



# AFFIRMING DYNAMIC TOURISM

## WORLD CENTRE OF TOURISM AND LEISURE

### PROMOTING ART AND CULTURE

Wynn continues to foster meaningful cultural and artistic exchange through landmark events and collaborations. This year, the "Yangzhou-Macau—Pulse of Two Cities: Dialogue of Civilizations between the Canal and the Bay" event was held in Macau, celebrating the launch of the Yangzhou-Macau Cultural Exchange Year by bringing together distinguished guests from both cities to celebrate shared cultural legacies. The event highlighted Macau's role as a center for international exchange, with Wynn playing a key role in advancing culinary, tourism, and educational cooperation. Through initiatives such as the "Emperor Qianlong's 'Culinary Journey to the South'" imperial banquet and the eighth year of support for "The Cities of Gastronomy (China) in Macao", Wynn has helped deepen ties between Macau and Yangzhou, contributing to the collaborative development of the "Creative City of Gastronomy" and "Culture City of East Asia 2025".



In parallel, Wynn continues to enrich Macau's cultural landscape through innovative art and film experiences. At Wynn Palace, throughout 2025 the Illuminarium has hosted immersive exhibitions such as "Lotus World Ink-Wash Spirit", a digital reinterpretation of Li Xiaolin's poetry and painting. This exhibition blended traditional Chinese aesthetics with modern technology, offering visitors a fresh perspective on cultural heritage. This year Wynn also launched the first Asian Art Film Festival, showcasing 187 films from 30 countries and regions, including narratives, documentaries, and experimental works. These initiatives not only celebrate artistic excellence but also reinforce Macau's identity as a vibrant cultural hub.



## WYNN PRESENTS SPECIAL EXHIBITION "HELLO CHINA, HELLO MACAO"

As part of its commitment to promoting Chinese cultural heritage and supporting Macau's designation as the "Culture City of East Asia 2025", this year Wynn launched the flagship exhibition "Hello China, Hello Macao—The Odyssey of Jingdezhen Porcelain: A Heritage Voyage from Macao to the World" under our newly established cultural brand, Wynn Culture. This new initiative was created to support Macau's strategic vision of being a hub for cultural exchange, rooted in Chinese heritage and enriched by global diversity. Wynn Culture seeks to strengthen Macau's unique role as a gateway between China and the world, expanding the global reach of Chinese culture through this vibrant city.

The groundbreaking exhibition, an excellent representative of our new cultural brand, is the world's first large-scale immersive art experience centered on Jingdezhen porcelain: with renowned Chinese traditional artisan and educator Master Chang Shana serving as chief aesthetic advisor, the exhibition blends traditional craftsmanship with modern digital storytelling to showcase over a millennium of ceramic artistry, including the global journey of Chinese ceramics and their role in East-West cultural exchange.

Following the launch of this exhibition, Wynn Culture was selected to join the "Guangdong-Hong Kong-Macao Greater Bay Area Cultural and Artistic Cooperation Summit Mechanism—2025 Annual Conference (Macao)" as a new member. This marked the wide-ranging acknowledgement of Wynn Culture for its commitment in driving cultural and artistic exchange, collaboration and innovation.



# AFFIRMING DYNAMIC TOURISM

## CREATIVE CITY OF GASTRONOMY

Wynn has consistently demonstrated its commitment to elevating Macau's culinary scene and reinforcing its status as a UNESCO-designated Creative City of Gastronomy, a recognition from the United Nations Educational, Scientific and Cultural Organization (UNESCO).

This year, we are proud to serve as the Official Host Partner of Asia's 50 Best Bars 2025, marking the first time this prestigious event will be held in Macau. In July, Wynn presented a week-long dynamic program of drinks-focused experiences, including bar takeovers, pop-ups, masterclasses, and exclusive "50 Best Signature Sessions", with the Asia's 50 Best Bars awards ceremony as the highlight of the week to sample world-class cocktails and cuisine. This partnership reinforces Macau's reputation as a UNESCO Creative City of Gastronomy and a global center of tourism and leisure.

Complementing this milestone event, Wynn also hosted the "Emperor Qianlong's 'Culinary Journey to the South' Imperial Banquet: A Revival of Imperial Flavors" event at Wynn Palace, curated by Huaiyang Master Chef Xue Quansheng. Supported by the Macao Government Tourism Office and UTM, Wynn organized a masterclass at the Wynn F&B Academy, where Chef Xue demonstrated signature techniques and shared the cultural significance of Huaiyang cuisine.

In December 2025, Wynn also presented "The Cities of Gastronomy (China) in Macao" Exchange Forum and "Renowned Chefs Showcase: Culinary Exchange Dinner", to build an exchange and cooperation platform for the catering industry and promote the exchange of culinary cultures. At the forum, our representative delivered a keynote speech on "circular economy and culinary innovation," providing insights into how closed-loop culinary innovation can drive the green transformation of the catering industry. At the dinner, acclaimed chefs from the six Cities of Gastronomy collaborated to create signature dishes with distinctive local flavors, offering guests a feast with visual and culinary appeal. These initiatives not only celebrate Chinese gastronomy but also strengthen Macau's role as a bridge between cultures, driving innovation in the local F&B industry, and enriching the tourism landscape of Macau with creative gastronomy.

The range of different culinary projects offered throughout the year at Wynn demonstrates our commitment to celebrating Chinese culinary traditions and bringing together industry talents to enhance the overall dining experience offerings in Macau.



# AFFIRMING DYNAMIC TOURISM

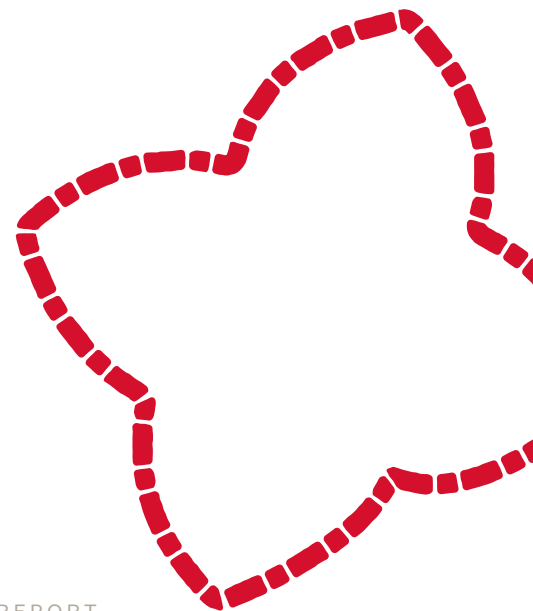
## BUILDING ON THE SUCCESS OF THE RUA DA FELICIDADE REVITALIZATION PROJECT

As part of our commitment to developing Macau's economy and tourism industry, Wynn was honored to have been selected by the Macau government in 2023 to support the revitalization of the Rua da Felicidade, one of the most famous streets in Macau's old town area. Since then, we have continuously worked to develop the street, transforming the historic district into a vibrant hub for cultural innovation and community engagement.

This year Wynn supported the development of a creative virtual reality project inspired by the Rua da Felicidade in collaboration with students from the MUST. The project was showcased at the Hengqin-Macao International Digital Art Expo, providing an interesting combination of local culture, elements of Macau SMEs, and the students' skills in virtual community design. We also supported a Macau SMEs video program hosted by the Industry and Commerce Association of Macau, which featured our community revitalization project, Rua da Felicidade, to promote local SMEs through a professionally-produced video. We hosted the Fulong WeChat Game, a dual online and offline consumption program organized with the Bank of China (Macau) and various e-commerce platforms to release a series of consumption bonuses for shopping at 70 SMEs.

We also hosted a series of immersive events on the street during festivals and holidays throughout the year, including the Chinese New Year, Children's Day, Christmas, and during the 15<sup>th</sup> National Games. Wynn's efforts have also included wellness-focused activities during Easter to promote healthy living and cultural appreciation, in addition to a special "Discover Fulong: Shop-Hopping Journey" to encourage spending at the Rua da Felicidade. These initiatives provide platforms for local artisans, designers, and local SMEs to connect with residents and tourists, fostering a sense of community and cultural pride.

By integrating traditional Chinese elements with modern creativity, Wynn has helped inject new vitality into the Rua da Felicidade, encouraging longer visitor stays and supporting Macau's broader goals of economic diversification and cultural tourism. These initiatives reflect Wynn's commitment to preserving heritage while fostering innovation, positioning Rua da Felicidade as a dynamic destination for both locals and international guests.



## AFFIRMING DYNAMIC TOURISM



### SUPPORTING THE BIG HEALTH INDUSTRY AND MEDICAL SERVICES

Wynn is committed to actively supporting the development of Macau's medical and health sector, one of the four major industries that have been designated as playing a decisive role in the sustainable development of Macau's economy. This year, Wynn supported the International Conference on High-level Hospital Development—2025 Greater Bay Area International Innovation Medical Forum at Wynn Macau, fostering international exchanges in the Greater Bay Area's medical and health industry.

We are also supporting the growth of Macau's wellness industry through the introduction of high-end wellness services. The opening of our Blanc De Vie Medical Centre at Wynn Palace marks a significant milestone towards this goal, as it is the first Korean medical clinic located within a resort hotel in Macau. In addition, our EliteKinesio Medical Centre at The Spa at Wynn Palace was the first in-spa health and wellness center in Macau offering professional physical therapy services. By leveraging international resources and pioneering new wellness experiences, Wynn provides a wider variety of healthcare options to the public, and contributes to Macau's health sector and the city's sustainable economic development.



## PHILANTHROPY AND VOLUNTEERING

### COMMUNITY INVESTMENT AND ENGAGEMENT

At Wynn, we have always lived up to our aspiration of giving back to society through spreading care in the community. As a corporate entity operating in Macau, our dedication to fulfilling social responsibility and volunteering commitments has long been honored through the Wynn Care and Wynn Employee (WE) Volunteers programs.

In 2025, Wynn brought together 2,464 WE Volunteers to deliver tangible impact through charitable initiatives and donations. Highlights included the "Help Kids See the Colours of the World" Orbis Raffle Charity Sale, which raised essential funds for pediatric sight-saving programs that restore vision and sustainable eye care for children in developing countries. Additionally, the Oxfam rice charity sale at the Oxfam Rice Event 2025 supported smallholder farmers in overcoming climate challenges and achieving long-term self-reliance, reinforcing our efforts to alleviate poverty at a global scale. Through these efforts, Wynn team members contributed to advancing the fight against childhood blindness and global poverty, reaffirming Wynn's commitment to community care and fostering a strong sense of community.

To celebrate the 15<sup>th</sup> anniversary of the WE Volunteer Team, Wynn hosted a three-day event themed "Neighborly Support and Community Care", engaging over 600 team members. Keynote speeches and interactive discussions with community leaders deepened participants' understanding of community service and inspired greater involvement in public welfare and voluntary work. In partnership with the General Union of Neighbourhood Associations of Macau, Wynn also organized informational booths and lifestyle-themed lectures on wellness, family engagement, and eco-friendly practices, attracting more than 2,000 participants. These initiatives highlight Wynn's commitment to fostering social connection, promoting mutual assistance, and building a harmonious community through meaningful engagement.

# PHILANTHROPY AND VOLUNTEERING



Wynn continued its long-standing support for the 56<sup>th</sup> Caritas Bazaar in November 2025, marking the WE Volunteer team's 12<sup>th</sup> consecutive year participating in this meaningful community initiative. Ahead of the event, our volunteers organised an internal charity raffle and a sale of handmade crochet ornaments, adding a personal touch to the fundraising efforts. Through the collective support of Wynn team members, families, friends and the community, more than MOP160,000 was raised, together with the Company's donation of MOP200,000, all proceeds donated to Caritas Macau to support its social services.

The following outlines some of the donations and sponsorships this year given to community groups, non-profit organizations and government initiatives:

**MOP40,000,000**

SPONSORSHIP AND VENUE SUPPORT FOR THE 15<sup>TH</sup> NATIONAL GAMES OF THE PEOPLE'S REPUBLIC OF CHINA, AND THE 12<sup>TH</sup> NATIONAL GAMES FOR PERSONS WITH DISABILITIES AND THE 9<sup>TH</sup> NATIONAL SPECIAL OLYMPIC GAMES

**MOP780,000**

TO TUNG SIN TONG FOR THE 20<sup>TH</sup> CONSECUTIVE YEAR

**MOP20,000,000**

SPONSORSHIP FOR THE 72<sup>ND</sup> MACAU GRAND PRIX



**MOP700,000**

TO SUPPORT WALK FOR A MILLION

**MOP5,000,000**

SPONSORSHIP FOR THE 2025 MACAO INTERNATIONAL PARADE

**MOP300,000**

TO THE WELFARE SHOP PROJECT OF MACAU HOLY HOUSE OF MERCY FOR THE 13<sup>TH</sup> CONSECUTIVE YEAR

# CARING FOR UNDERPRIVILEGED GROUPS

Wynn believes that timely assistance can transform lives. Our commitment to caring for underprivileged groups goes beyond donations; we create opportunities for dignity, inclusion, and care. Through volunteer-driven initiatives and strategic partnerships, we aim to support vulnerable communities and foster resilience and solidarity across Macau.

In 2025, the WE Volunteer Team launched a series of donation drives to promote resource sharing and provide timely support to those in need. Through the "Wynn Care Station" initiative, team members donated new and second-hand toys and small appliances for Happy Market, enabling families to access essential goods at preferential prices. Additionally, Wynn partnered with the Richmond Fellowship of Macau to host the Green Revival Market, a flea-market-style event serving nearly 50 mental rehabilitation members. The event featured item exchanges, game booths, and snack offerings, creating a platform for social interaction and inclusion while encouraging participants to embrace sustainable living and reduce material waste. The back-of-house donation drive successfully collected over 860 items, including clothing, accessories, books, and appliances, reinforcing Wynn's commitment to resource regeneration and community care.

To combat food waste and hunger, Wynn continues to develop various resource donation initiatives aimed at minimizing wastage. Throughout 2025, Wynn redistributed surplus whole fruits from its team dining areas to social enterprise and NGOs such as the Fuhong Society of Macau, Ka-Ho St. Jose School, and Associação de Agricultores de Macau. Food ingredients supplied to the team dining area were also donated to the Cats and Dogs Guardian Angel Association (Macao) and Everyone Stray Dogs Macau Volunteer Group, supporting animal welfare. These initiatives not only minimize waste but also deliver tangible benefits to families and communities in need, fostering a positive atmosphere of care and solidarity.

## GIVING TUESDAY

Giving Tuesday is an International Day of Action, encouraging the world to proactively show care and love to people in need on the first Tuesday following Thanksgiving Day.

In line with this spirit, Wynn continued its tradition of supporting Giving Tuesday by organizing a series of charity activities throughout November and December to spread warmth and gratitude across the community. This year, we hosted a Thanksgiving-themed SME roadshow in the back-of-house areas of Wynn Macau and Wynn Palace, inviting local SMEs and social enterprises to take part, along with a dedicated booth set up by the Wynn Care team to highlight Jiangxi crafts and specialty foods in support of rural revitalization initiatives in Jiangxi. Furthermore, we hosted a community photography workshop where seniors learned portrait techniques, with WE Volunteers accompanying them for an outdoor practice session at Rua da Felicidade.





## PROMOTING A CARING COMMUNITY

Wynn remains steadfast in its commitment to building a compassionate and inclusive society by supporting diverse community groups through long-term partnerships and targeted initiatives. By empowering individuals of all ages and abilities, we aim to foster a culture of equity, dignity, and mutual respect, ensuring that no one is left behind in the pursuit of opportunity and well-being.

### ADVANCING OPPORTUNITY FOR ALL

Wynn's commitment to social reintegration is exemplified through its ongoing collaboration with the Correctional Services Bureau of Macau. Since 2022, we have supported vocational training programs for inmates, equipping them with practical skills and renewed confidence to rebuild their lives. In July 2025, Wynn supported the "2025 Inmates and Juvenile Delinquents' Handicraft Exhibition" co-organized by the Correctional Services Bureau of Macau and the Macao Science Center. The exhibition featured over 6,000 handcrafted items created by inmates and juvenile delinquents during vocational training programs, including baked goods from Wynn's baking course. Wynn Care also partnered with the Macao Environment Protection Volunteer Association (MEPVA) to host interactive booths promoting environmental awareness and community care, further reinforcing the values of inclusion and second chances.

## PROMOTING A CARING COMMUNITY



Wynn continued to promote inclusion through our long-standing partnership with the Macau Special Olympics (MSO). In March 2025, Wynn supported the MSO Basketball Challenge for the 12<sup>th</sup> consecutive year, which brought together around 200 participants, including people with special needs and volunteers, to celebrate athleticism and foster social integration. The event also served as a preparatory platform for athletes training for the 15<sup>th</sup> National Games of the People's Republic of China, and the 12<sup>th</sup> National Games for Persons with Disabilities and the 9<sup>th</sup> National Special Olympic Games, with Wynn providing extended training opportunities to help athletes enhance their skills and pursue their aspirations. This commitment to inclusive sports was further demonstrated through Wynn's support for MSO athletes competing in the 2025 Special Olympics World Winter Games in Turin. With Wynn's backing in training and equipment, Macau's athletes delivered outstanding performances, earning multiple medals across several contests. Wynn's continued support to the MSO athletes reinforces our dedication to empowering individuals with disabilities to shine on both local and international stages.

During the International Series Macau golf tournament presented by Wynn in March 2025, the tournament organizers made a charitable donation of USD25,000 to support inclusive sports initiatives. Wynn also invited 30 MSO athletes to join a coaching clinic with renowned professional players, and co-hosted charity sales and craft workshops on the event. Meanwhile, Wynn's WE Volunteers collaborated with MSO on a back-of-house charity sale featuring handmade cookies, stationery, and mosaic coasters, co-created by MSO members and WE Volunteers. These initiatives not only raised funds but also celebrated the talents and contributions of individuals with intellectual disabilities, fostering greater public appreciation and respect.

Extending our support to individuals on the autism spectrum disorders, Wynn marked World Autism Awareness Day by inviting members of the Macau Autism Association to a special visit to the Illuminarium. Participants explored space-themed exhibits inspired by China's aerospace achievements, sparking curiosity and confidence while promoting community integration. Looking ahead, Wynn will continue to support inclusive experiences that empower individuals with diverse needs.

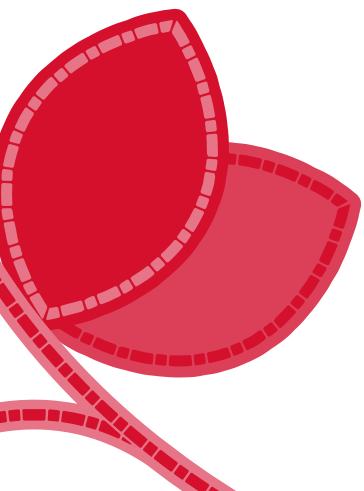
# PROMOTING A CARING COMMUNITY

## CARING FOR THE ELDERLY

Wynn continued to honor the elderly through meaningful community engagement. In collaboration with the Women's General Association of Macau, the WE Volunteers co-hosted the "Soup of Love" event, where volunteers prepared nourishing soups, led interactive games, and facilitated a flower arranging workshop for the elderly community at the Posto de Apoio Familiar das Ilhas da Associação Geral das Mulheres de Macau. The event brought warmth, joy, and companionship to elderly participants, reinforcing the importance of intergenerational connection and heartfelt care.

Recognising that elderly individuals face heightened risks after extreme weather events, Wynn extended its care to seniors following the passage of Super Typhoon Ragasa. In collaboration with the Women's General Association of Macau, WE Volunteers prepared nourishing soups and Mid-Autumn Festival gift packs, delivering them to elderly households in Taipa. Our WE Volunteers also handcrafted caring rattan fans, which were distributed together with gift sets to seniors in Seac Pai Van, with partners from the Associação de Juventude Voluntária de Macau. These timely visits offered reassurance and essential support to vulnerable households, helping ensure elderly residents felt cared for and connected during a difficult period.

Through active engagement in elderly care initiatives, Wynn strives to enhance the quality of life for senior citizens while fostering a culture of empathy, dignity, and intergenerational respect. By leading with compassion and collaboration, we hope to inspire broader community participation and encourage more individuals and organizations to join us in building a society where every stage of life is valued and supported.





## SUPPORTING THE GREATER BAY AREA AND BEYOND

Wynn is committed to advancing national development goals and fostering shared prosperity across Macau, the Greater Bay Area, and beyond. By leveraging our resources and influence, we actively support initiatives that strengthen cultural exchange, deepen national awareness, and promote sustainable growth. Through strategic partnerships and impactful programs, Wynn aims to connect communities, empower youth, and contribute to the long-term vision of integration.

### SHARING SESSION ON THE SPIRIT OF "TWO SESSIONS"

In March, Wynn hosted a sharing session on the spirit of the Third Session of the 14<sup>th</sup> National People's Congress and the Third Session of the 14<sup>th</sup> National Committee of the Chinese People's Political Consultative Conference (Two Sessions). Three keynote speakers outlined the key themes of this year's Two Sessions, and emphasized opportunities for Macau to leverage its unique role as "One Centre, One Platform, One Base" to accelerate economic diversification and deepen regional cooperation. These discussions align with Wynn's focus on innovation and talent development, strengthening Macau's contributions to national modernization and supporting youth entrepreneurship, reinforcing our ability to contribute to Macau's sustainable growth while aligning with national objectives.

The sharing session attracted over 500 Wynn team members and over 100 association representatives, and it was broadcast company-wide to nearly 12,000 employees. By integrating the spirit of the Two Sessions into our culture, Wynn empowers employees to understand national priorities and contribute to Macau's integration into the Greater Bay Area, advancing China's national development agenda.

# SUPPORTING THE GREATER BAY AREA AND BEYOND



## NATIONAL SECURITY EDUCATION EXHIBITION

Wynn is proud to support the Macau government's efforts to promote national security education and enhance our team members' understanding of the comprehensive approach to national security. This year, we participated in the National Security Education Exhibition for the seventh consecutive year. Over 50 senior management representatives attended the event, which was themed "The 10<sup>th</sup> Anniversary of National Security Education Day: Advancing Towards More In-Depth and Effective Implementation". This demonstrates our ongoing commitment to fostering awareness of national sovereignty and security among our team members, aiming to ensure both the security of the country and the prosperity and stability of Macau.

# SUPPORTING THE GREATER BAY AREA AND BEYOND

## RURAL REVITALIZATION AND UNDERSTANDING NATIONAL DEVELOPMENT

Wynn continued to champion rural revitalization through targeted investment and cultural exchange that connect Macau with inland provinces. In line with national policies on rural revitalization, the Wynn Care Foundation sponsored close to HK\$600,000 for the development of the Linfang Village potato starch processing plant project in Jiangxi province. Covering an area of over 1,600 square meters, the facility is expected to generate an annual output value of RMB 6 million. By improving livelihoods for households and boosting the collective income of the village, Wynn is proactively helping nurture the land and empower communities, paving the way for brighter collective growth.

This year, Wynn also participated in the "Xiushui-Macau Tourism Promotion Session" during the 13<sup>th</sup> Macao International Travel (Industry) Expo. This event explored opportunities for resource sharing and market expansion between Macau and the Xiushui county in Jiangxi province, which further deepens the framework for the rural revitalization initiative. Xiushui, renowned for its rich cultural and tourism attractions, shares many complementary strengths with Macau. Leveraging Macau's role as a UNESCO Creative City of Gastronomy, this event aims to create new prospects for innovative tourism products and joint market development, thus achieving joint expansion in markets.

Further deepening engagement with Jiangxi, the Wynn Care Foundation organized the "Macao Dual-Innovation Youth Study Tour to Jiangxi", bringing 26 young leaders from Macau to experience the province's rich heritage. Through visits to historical districts, cultural landmarks and "red tourism" sites, participants gained a deeper appreciation of China's rich history and the integration of cultural and heritage preservation with modern tourism development. The delegation also explored ecological conservation areas and rural revitalization projects, including the Nanfeng honey tangerine garden, where they observed how specialty agriculture and technology-driven practices are advancing rural development. To further support local industries, the Wynn Care Foundation donated close to HK\$550,000 to strengthen the branding and packaging Xiushui's soy products, helping expand both online and offline sales channels and create sustainable income opportunities for the community.

By supporting rural revitalization and local industry development, we are nurturing the land while empowering the community, paving the way for brighter collective growth and stronger regional synergies between Jiangxi, other provinces and Macau. These efforts also strengthen youth understanding of national development and China's cultural heritage, deepening their sense of connection and responsibility toward contributing to our motherland's long-term development.



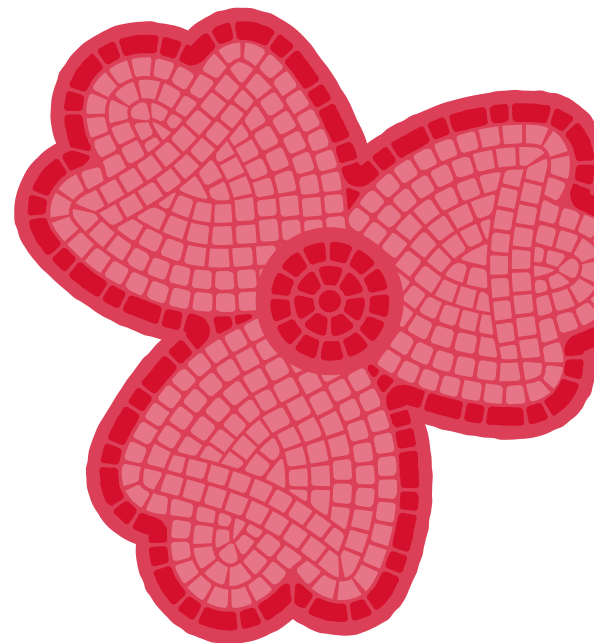
# SUPPORTING THE GREATER BAY AREA AND BEYOND

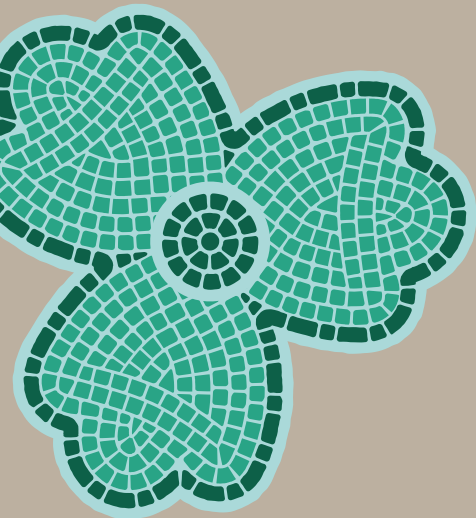
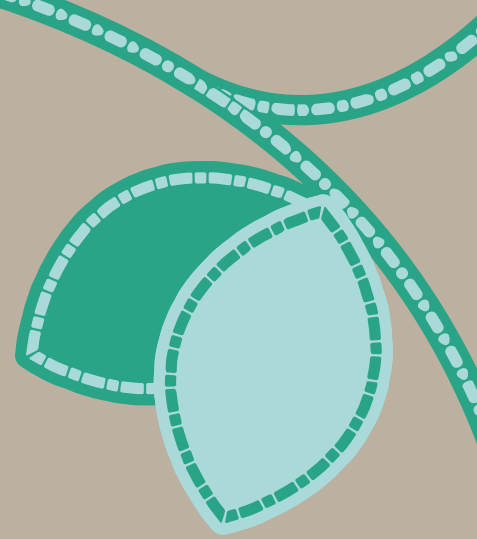
## REGIONAL SYNERGY AND CULTURAL EXCHANGE

Wynn actively supports initiatives aimed at strengthening Macau's integration with the Greater Bay Area and beyond, promoting regional synergy through collaboration in economic, social, and cultural dimensions. This year, Wynn participated in the launch of the Macau Sichuan Fraternity General Association and the related cultural heritage showcase event held at Wynn Palace. The event showcased the unique cultural heritage in Sichuan province, while reinforcing the ties between Macau and mainland China, paving the way for deeper cooperation in trade, tourism, and cultural exchange.

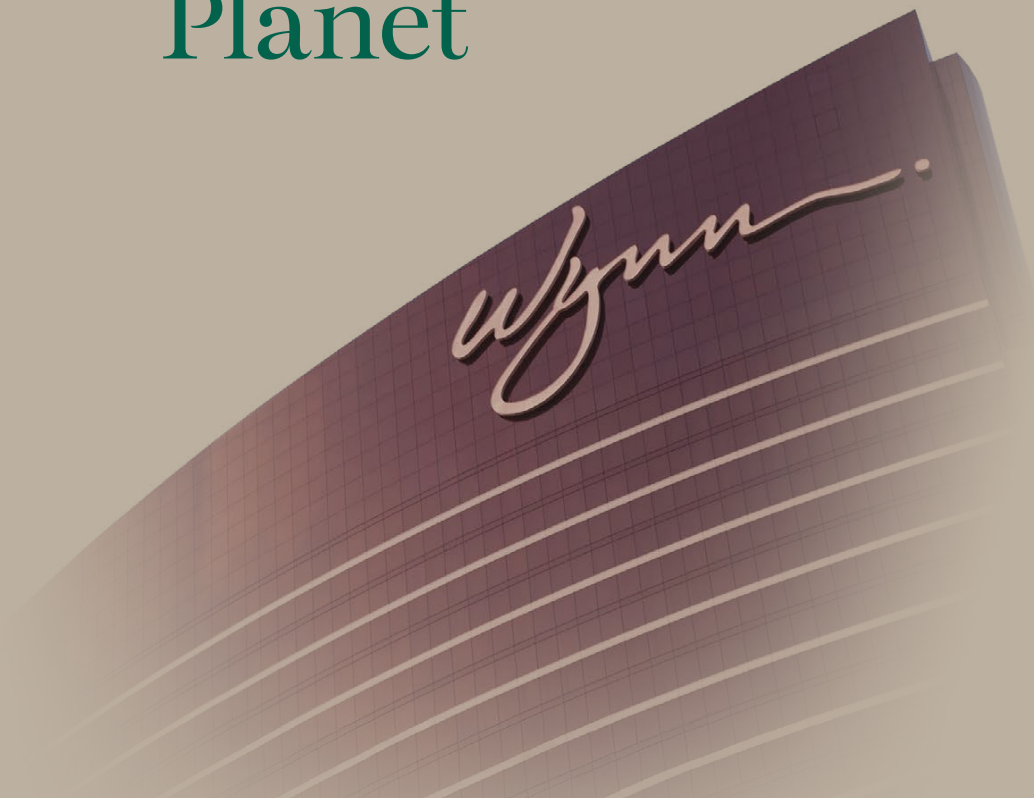
Complementing these efforts in driving regional synergy, Wynn continues to champion cultural integration through landmark events that showcase Chinese heritage and creativity. One of the highlights was the 5<sup>th</sup> Greater Bay Area Chinese Theatre Cultural Festival, co-organized by Wynn, the first edition jointly organized by Macau, Hong Kong, and Guangzhou. Featuring exceptional theatrical performances and facilitating cross-regional collaborations, the festival enriched cultural dialogue and reinforced Macau's role as a cultural exchange base for promoting Chinese performing arts globally. By leveraging Macau's unique position as the Culture City of East Asia, Wynn helps amplify traditional and contemporary art forms, fostering cultural innovation and strengthening the region's identity.

Through these initiatives, Wynn reinforces its commitment to driving cross-boundary collaboration and cultural exchange. By creating platforms that connect communities, empower youth, and celebrate Chinese heritage, Wynn is building a vibrant network of shared growth.





# Our Planet



# SUSTAINABILITY MESSAGE

At Wynn, our commitment to excellence is inseparable from our responsibility to protect the planet. We believe that luxury hospitality must not only deliver exceptional service today, but also contribute meaningfully to the well-being of future generations. This belief drives our sustainability strategy, which integrates environmental stewardship into every aspect of our operations, from energy and water management to waste reduction and biodiversity conservation.

Our sustainability goals guide our efforts to reduce our environmental footprint in support of Macau government's Long-term Decarbonization Strategy. In 2025, we aligned with Wynn's strategic objectives and better reflect priorities of local ESG development.

To achieve these goals, we continue to implement innovative solutions that promote energy efficiency, including the replacement of over 6,000 light fixtures with light-emitting diodes (LED) and the upgrade of heating systems with more durable, energy-efficient materials. These enhancements not only reduce carbon emissions but also improve operational performance across our properties: as a result of our energy-related initiatives, Wynn's energy intensity has declined by 10.6% compared with 2019, while our Scope 1 and 2 GHG emissions intensity has reduced by 35.6% compared with 2019. Water conservation also remains a priority; we continued to implement our innovative water-reduction features, including a trough system that replaces conventional, water-intensive scrap collectors, and our Aquanomic Laundry Programme, which optimizes washing steps and lowers water temperatures to cut water use by an estimate of 57% per load in Wynn Macau.

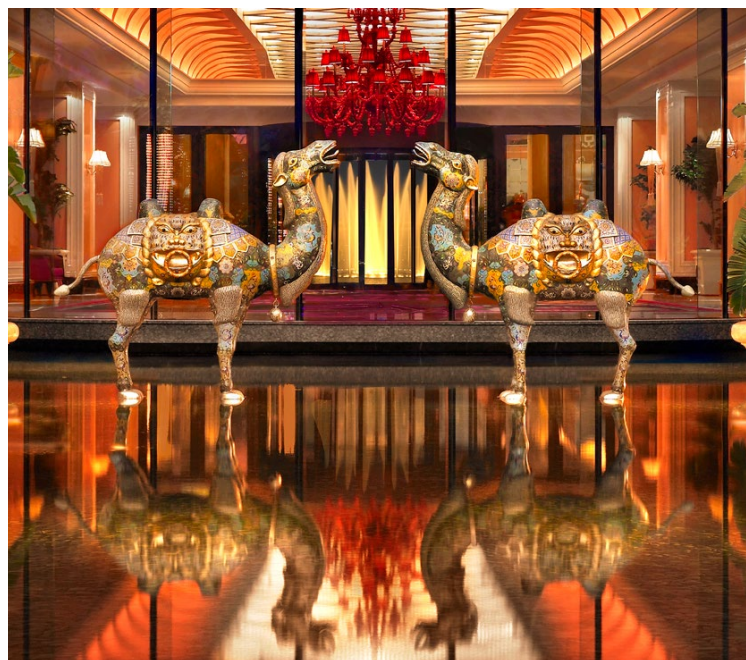
Waste management is another cornerstone of our sustainability approach. We continued waste audits to identify recycling opportunities across our operations to allowing us to build a broader picture of recycling potential and waste management practices throughout the property. We also kick-started a comprehensive food waste assessment at Lakeside Trattoria in late 2024, analyzing food waste across various categories through the use of Winnow

Vision, which focuses on production waste, and Winnow Sense, which targets plate waste. Our implementation of these systems makes Lakeside Trattoria Macau's first and only guest-facing restaurant to track food waste from kitchen to plate.

We are proud to have maintained our EarthCheck Silver Certification, a reflection of our rigorous environmental management system and commitment to continuous improvement. Our sustainability achievements were also recognized by the fifth Hotel BSI and the sixth GBABSI, where Wynn ranked among the top performers.

Beyond our operations, we actively engage our team members, guests, and community in sustainability education. Over 11,000 employees completed our new Food Sustainability e-learning course, while our remodelled Clean Plate Program inspired team members across our properties to adopt mindful eating habits. We also partnered with the UTM Educational Restaurant to provide hospitality students with hands-on experience in food waste reduction, reinforcing our role in shaping the next generation of sustainability leaders.

As we look ahead, we are dedicated to achieving our decarbonization goals, and we will continue to embrace innovation and collaboration to create lasting environmental, social, and economic value. By aligning our luxury experience with sustainable practices, we aim to deliver hospitality that not only delights our guests but also protects the planet we all share.



# ENVIRONMENTAL HIGHLIGHTS



HAZARDOUS WASTE DIVERSION  
INCREASED BY

**26.3%**

AS COMPARED TO 2024



TOTAL GHG EMISSIONS (t CO<sub>2</sub>e)  
(SCOPE 1 AND 2) DECREASED BY

**35.6%\***



**10.6%\***

ENERGY REDUCTION



PLASTIC RECYCLING INCREASED BY

**16.7%**

AS COMPARED TO 2024



PROCURED

**100%**

CAGE-FREE CHICKEN SHELL EGGS IN 2025

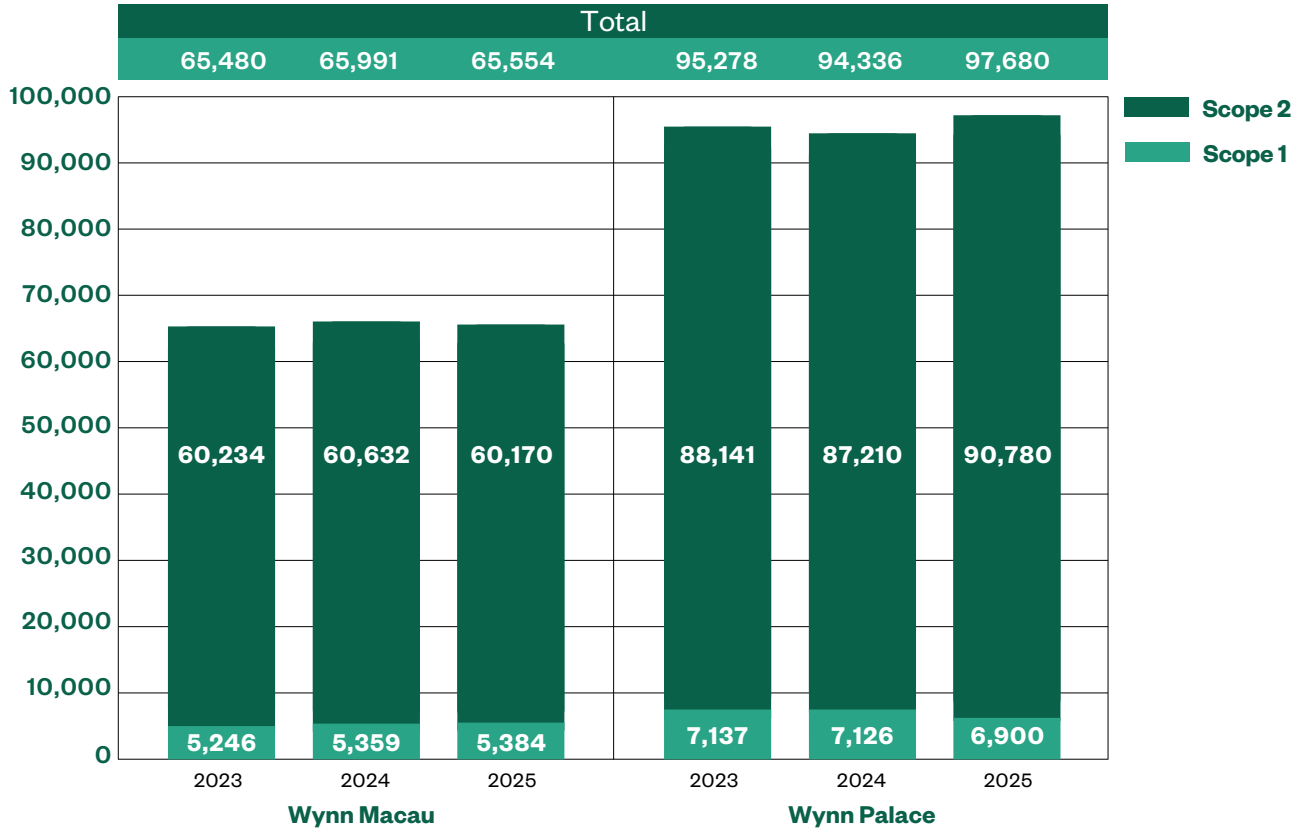


WON THE "EXCELLENCE AWARD IN  
TECHNOLOGY INNOVATION AND  
SUSTAINABLE DEVELOPMENT PIONEER"  
AT THE ESG AWARDS FOR EXCELLENCE

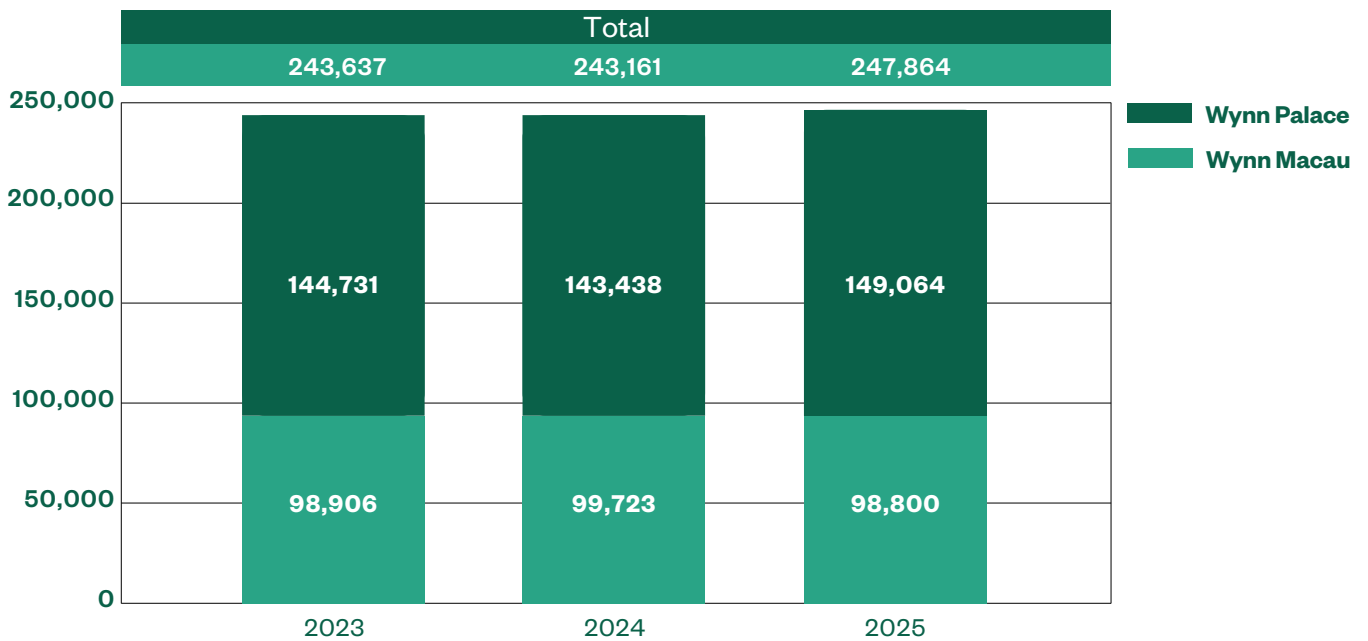
\*Our energy and carbon reduction is benchmarked against a baseline year of 2019.

# ENVIRONMENTAL HIGHLIGHTS

## 2025 GHG EMISSIONS BY SCOPE AND PROPERTY (t CO<sub>2</sub>e)

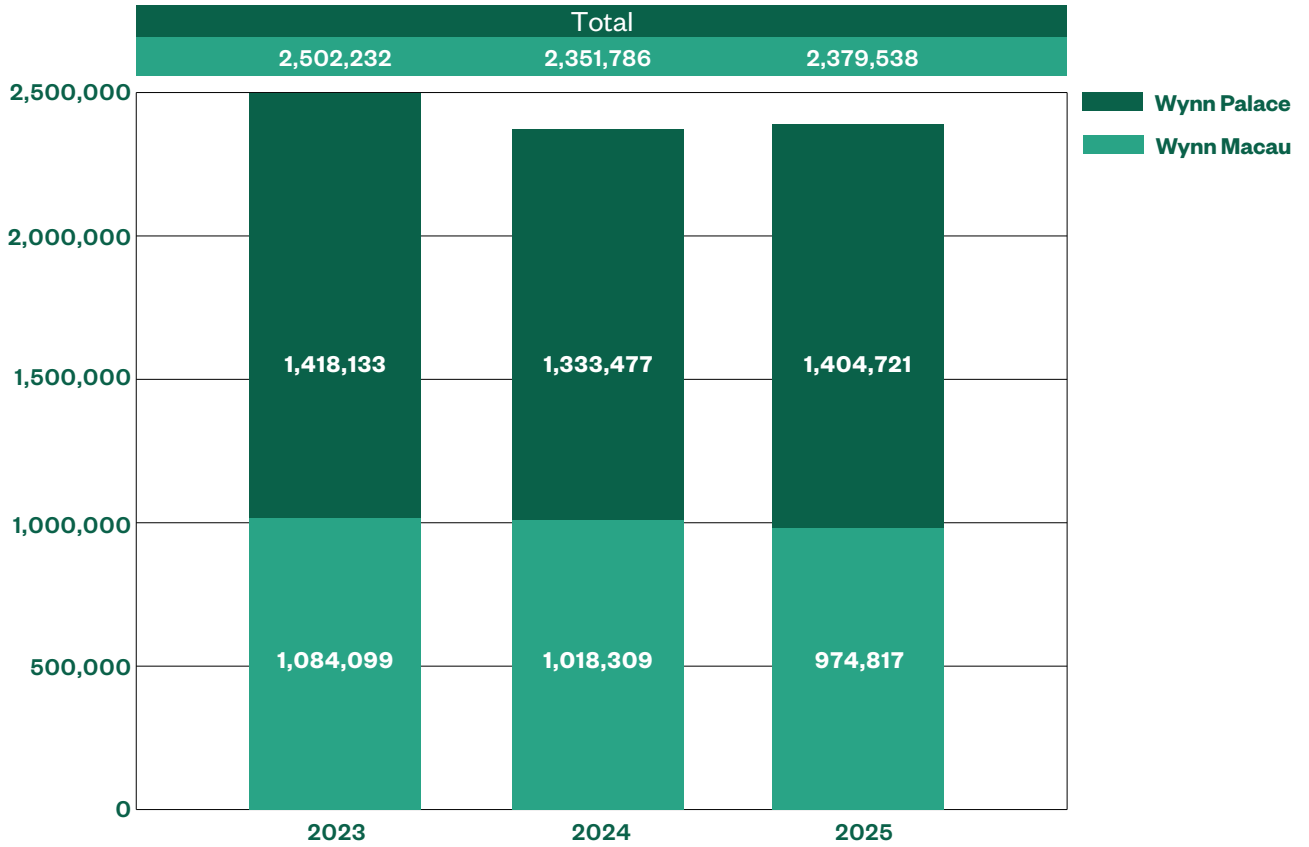


## ELECTRICITY CONSUMPTION BY PROPERTY (MWh)



# ENVIRONMENTAL HIGHLIGHTS

## WATER CONSUMPTION BY PROPERTY (m<sup>3</sup>)



**TOP 10**

IN THE GREATER CHINA HOTEL  
BUSINESS SUSTAINABILITY INDEX

**TOP 20**

IN THE GREATER BAY AREA  
BUSINESS SUSTAINABILITY INDEX



RECYCLED

**2,554 kg** OF SOAP

IN 2025 ALONGSIDE  
CLEAN THE WORLD ASIA

# ENVIRONMENTAL STEWARDSHIP

As a leader in promoting sustainable development in the hotel industry and supporting the Macau government's carbon reduction strategies, Wynn has an important role to play in environmental protection. We aim to lead by example by aligning our actions with our advocacy for green living initiatives, accomplishing this goal by embedding environmental awareness into our day-to-day operations. This includes tracking and minimizing inefficient consumption practices and leveraging technology that enables us to manage and utilize natural resources responsibly, thereby offering guests Wynn's premium experience in an environmentally friendly manner.

At Wynn, we are dedicated to ensuring the successful implementation of a reliable and robust environmental management system (EMS) that aligns with our [WML Sustainability Policy](#). Our Board provides oversight and is committed to the continuous improvement of our environmental performance. We have established clear roles and responsibilities to ensure the effective implementation of our [WML Sustainability Policy](#), compliance with local environmental laws and regulations, which reflects our commitment to creating a positive impact on the environment and society. We actively raise awareness among internal and external stakeholders about our environmental management practices and related impacts. To support this, we provide training and educational activities for employees to foster a better understanding of the environmental implications of their work at Wynn.

Our dedication to sustainable practices reflects how Wynn focuses on its role as a responsible environmental steward. At our core lies a fundamental principle: caring for both our guests and the Earth. We strive to offer best-in-class experiences at all our global resorts while demonstrating respect for people, communities, and the planet. Honoring this principle means providing award-winning service at our resorts worldwide in a manner that preserves nature for future generations to enjoy.

Our main environmental management objectives are to:



We are strongly committed to fulfilling our corporate social responsibilities by proactively supporting smart initiatives focused on environmental protection and the sustainable development of the hotel industry. Initiatives range from efforts to reduce emissions and waste to conserving water and energy, all of which demonstrate Wynn's dedication to delivering five-star service while helping to construct a greener Macau by improving the industry's operational standards for sustainability.

# ENVIRONMENTAL STEWARDSHIP

## MINIMIZING EMISSIONS

### SUSTAINABLE TRANSPORTATION AND ELECTRIFICATION

Sustainable transportation plays a critical role in achieving Macau government's Long-term Decarbonization Strategy. To support this, since 2018 we have taken proactive steps to reduce our transportation-related emissions by introducing electric guest shuttle buses, providing guests with a cleaner and more efficient travel option. In an effort to encourage sustainable commuting, we have expanded the availability of electric vehicle (EV) charging stations at both Wynn Macau and Wynn Palace, and have set a target to operate only electric shuttle buses for our guests by 2030. We are also actively advocating for the adoption of electric vehicles and electric motorcycles in our community, aiming to reduce roadside air pollution and lower GHG emissions associated with traditional vehicle usage.

Through these EV-related initiatives, we are demonstrating Wynn's commitment to providing alternative greener options for all stakeholders. This approach ensures that sustainable choices are not only accessible but also empower individuals to make a conscious impact through their everyday decisions, helping to achieve a cleaner and healthier future.

### SCOPE 3 INDIRECT EMISSIONS FROM OUR VALUE CHAIN

In 2023, Wynn performed a Scope 3 emissions mapping exercise to develop a comprehensive carbon profile and enhance our understanding of emission sources within our value chain. This exercise enabled us to identify material emission categories to be incorporated into Wynn's carbon inventory, and also highlighted key areas to be prioritized for emission reduction efforts and related follow-up actions. Going forward, we will continue to enhance the data accuracy and completeness of our Scope 3 emissions coverage with the aim of better understanding our value chain emissions.

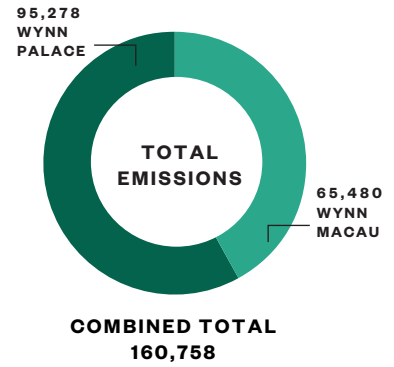
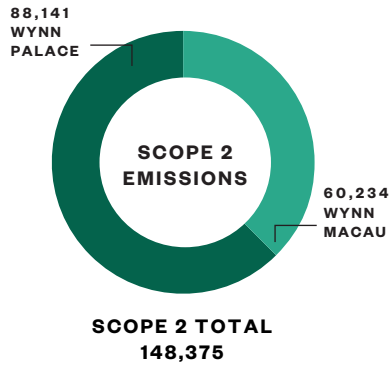
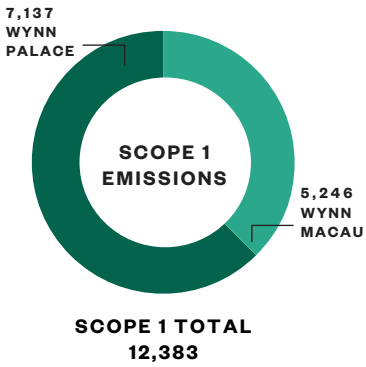
While we are refining our Scope 3 inventory and assessing targeted actions to further our efforts in reducing emissions, we are also working to engage our suppliers to better manage our Scope 3 emissions. This year we distributed questionnaires to vendors to assess their understanding of GHG emissions data, the green certifications or standards associated with their products and services, and their ability to provide emissions-related information. In the near future we plan to deepen this engagement by offering targeted training sessions, supporting our suppliers in improving their GHG emissions reporting and management practices.



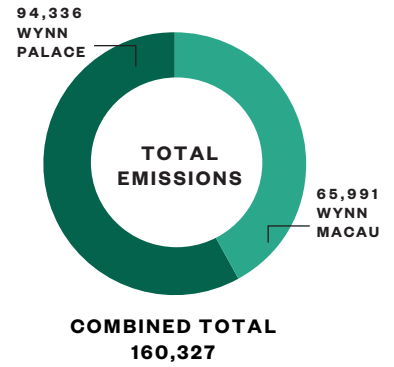
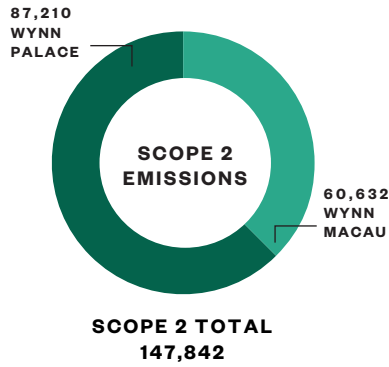
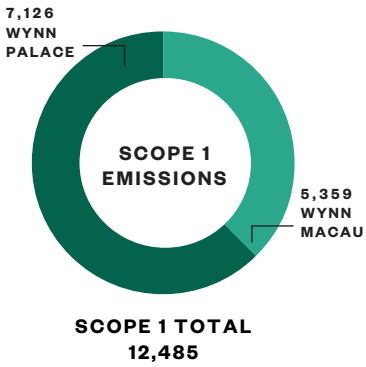
# ENVIRONMENTAL STEWARDSHIP

## GHG EMISSIONS BY SCOPE AND PROPERTY (t CO<sub>2</sub>e)

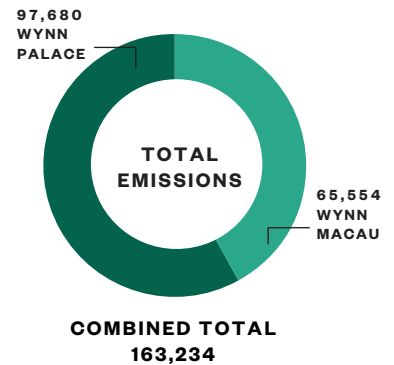
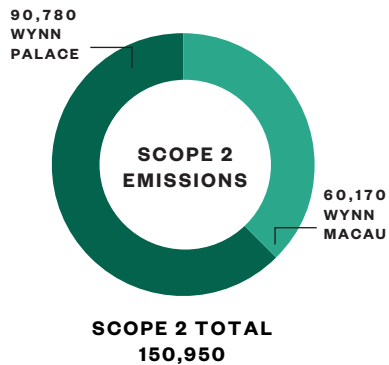
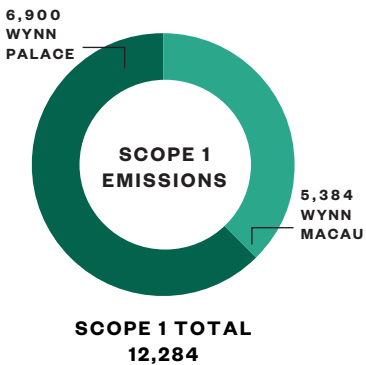
### 2023



### 2024



### 2025



TOTAL GHG EMISSIONS (t CO<sub>2</sub>e)  
(SCOPE 1 AND 2) DECREASED BY  
**35.6%\***

\*Our energy and carbon reduction is benchmarked against 2019 baseline year.

# ENVIRONMENTAL STEWARDSHIP

## PROMOTING RESOURCE EFFICIENCY

### ENERGY

Wynn recognizes that enhancing energy efficiency is a crucial strategy for reducing carbon emissions and combating climate change. To support Macau and China's long-term decarbonization targets, we continually seek opportunities to improve our energy performance across all operations.

This year we have continued to implement a series of initiatives to reduce our energy consumption and improve operational efficiency. This includes replacing around 5,400 halogen lights and around 640 fluorescent panels with more energy-efficient LEDs at Wynn Macau and Wynn Palace's front- and back-of-house areas, lowering electricity usage while maintaining superior lighting quality. In parallel, we are upgrading 12 hot water calorifiers at Encore Tower from carbon steel to stainless steel, enhancing durability and reducing maintenance requirements. Stainless steel's higher thermal conductivity—15–20% greater than the original carbon steel—also improves heating efficiency, reducing our energy consumption. We also started an overhaul of our chiller compressor, extending the lifespan while reducing maintenance costs and the need for new equipment.



To further enhance operational performance and support our long-term decarbonization goals, we have established new energy efficiency targets, prioritizing operational optimization and focusing on key systems such as boilers and hot water production to drive near-term efficiency gains. We aim to achieve an energy intensity reduction of 9-15% by 2035, using 2019 as the baseline year. These targets reflect our commitment to continuous improvement and align with Wynn's broader climate strategy to achieve decarbonization. Looking ahead, we will continue to explore innovative technologies and best practices to further reduce our environmental footprint and enhance operational resilience.

Our work to promote energy efficiency extends beyond infrastructure improvements; it also involves inspiring behavioral change amongst our stakeholders. We actively engage our guests and team members through educational campaigns and events, including Wynn's annual Earth Day celebrations, which this year featured game booths, biodiversity hikes, and roadshow to exhibit our new back-of-house recycling bins. We also participate in Earth Hour, where we switch off all podium and tower façade lights for one hour on the first Tuesday of each month to promote sustainability and environmental protection. By making these initiatives visible and accessible, we empower our stakeholders to adopt greener practices and contribute to meaningful environmental impact.

PROCUREMENT SPEND ON LED LIGHTS INCREASED BY

**112%** AS COMPARED TO 2024



# ENVIRONMENTAL STEWARDSHIP

## WASTE

The Macau government has been actively promoting waste reduction and recycling initiatives and fostering changes in behavioral practices among the public. As an integrated resort operator, our operations generate various types of waste, including food, paper, and plastic. To address this, and in support of the Macau government's efforts to promote waste reduction and recycling, Wynn has adopted a data-driven approach to continuously improve our management of solid waste.

From November 2024, we launched a year-long four-cycle waste audit to analyze waste composition by department and location, enabling us to identify key sources of waste generation. This targeted strategy allows us to engage departments with tailored solutions, refine sorting practices, and foster a culture of sustainability across our organization. In addition to the audit, our innovative approach to waste management is also reflected in our handling of food waste. Wynn was the first integrated resort in Macau to utilize the "Winnow Vision" AI food waste management system, which uses real-time data to identify surplus food categories, adjust purchasing and menu planning, and reduce food waste without compromising quality. These insights empower our culinary teams to make informed decisions that support both operational efficiency and environmental stewardship. By empowering teams with data-driven autonomy, we foster a culture of continuous improvement where operational changes translate into measurable reductions in food waste to deliver environmental benefits.



## ENVIRONMENTAL STEWARDSHIP

We are also leading the way in reducing single-use plastics throughout Macau's hospitality industry. In 2019, Wynn became the first resort in Macau to implement the Nordaq 2000 water refilling system, which offers high-quality drinking water in reusable glass bottles across our restaurants and in Wynn Palace hotel rooms. This initiative significantly reduces plastic waste and the carbon footprint associated with bottled water packaging and transport.

Beyond these flagship programs, we are continuing to reduce and recycle materials while expanding our use of sustainable alternatives. We recycle used amenities tubes, have introduced non-woven fabric laundry bags and shoe bags in our guest rooms, and encourage the use of



recycled materials for our staff uniforms, without compromising comfort or quality. Each Wynn guestroom features a "Sustainably Minded" card that invites our guests to join Wynn's sustainability efforts by encouraging our guests to reuse their towels and indicate when they wish to change their linen. Our restaurants use eco-friendly food containers and cutlery, and we work with an ISO 14001-certified waste handler to ensure responsible processing of recyclables. We prioritize reducing paper usage by gathering data from our printing service provider and sharing these insights with departments monthly. This effort is amplified through our digital transformation work, particularly through the adoption of digital forms to reduce paper usage.

Wynn remains steadfast in our mission to reduce waste and promote sustainable practices throughout our operations. By combining technology and local partnerships, we continue to advance innovative waste management solutions that support a greener Macau. Our efforts reflect a broader commitment to nurturing a corporate culture that values environmental responsibility and empowers individuals to make a meaningful impact.

PAPER RECYCLING INCREASED BY  
**7.9%** AS COMPARED TO 2024





## LAKESIDE TRATTORIA



Food waste is a major global sustainability challenge, with almost 40% of all food grown going uneaten. As such, reducing food waste at Wynn is not only a powerful way to protect biodiversity and conserve resources; it is also a meaningful way to honor the efforts of everyone involved in the global food supply chain.

In 2024, the Lakeside Trattoria restaurant at Wynn Macau became the first and only guest-facing restaurant in Macau to implement both Winnow Vision (for kitchen production waste) and Winnow Sense (for plate waste), with this dual-system approach providing a 360-degree view of food waste from kitchen to table. This technology has allowed us to conduct a comprehensive assessment at Lakeside Trattoria with insights to help reduce waste in our recipe design.



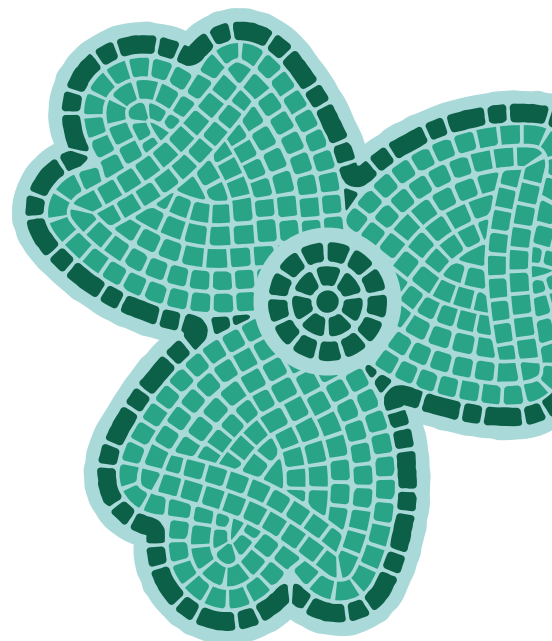
At Wynn, we believe that sustainable choices should be accessible and impactful. Our work at Lakeside Trattoria demonstrates how innovation can aid us in transforming waste into opportunity. As we continue to refine our practices, we invite our guests, partners, and community to join us in building a greener, more vibrant Macau, one plate at a time.

# ENVIRONMENTAL STEWARDSHIP

## WATER

We are committed to minimizing our use of water and enhancing the water efficiency of our properties by implementing innovative water-saving technologies. Our comprehensive approach includes utilizing smart technologies, performing regular leak assessments and fixing leaks, monitoring water usage, prioritizing water-efficient equipment and appliances, and adhering to industry best practices. This commitment is reflected in our proactive maintenance strategy, which involves regular inspections of our water systems to promptly identify and resolve any issues, thereby reducing water waste effectively. We also use water-efficient fixtures in bathrooms; educate our team members on water conservation; and have implemented water-saving initiatives at our cooling tower and irrigation systems.

We further implemented a range of water-saving innovations to achieve our water conservation goals. In the Wynn Macau employee dining room, we have replaced conventional scrap collectors with an innovative trough system that uses only two gallons of fresh water per minute while recirculating 70 gallons per minute, reducing bulk food waste by up to 50% and its weight by up to 80%. Additionally, our Aquanomic Laundry Programme in Wynn Macau optimizes washing steps and lowers water temperatures, cutting water use by an estimate of 57% per load. These efforts enhance operational efficiency while reinforcing our commitment to responsible resource management.

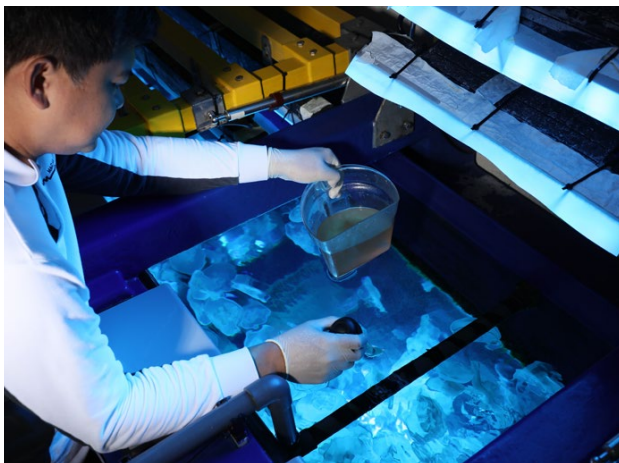


# ENVIRONMENTAL STEWARDSHIP

## BIODIVERSITY

Protecting and enhancing the diversity of species, natural habitats, and ecosystems is essential for our survival and the health of our planet. The degradation of nature and the loss of biodiversity have direct impacts on economies and communities worldwide. To address these pressing issues, Wynn is dedicated to promoting ecological conservation and sustainable development through engagement with our team members and our guests.

We actively promote biodiversity awareness amongst our stakeholders through events and



experiences. In April, we hosted Earth Day activities, including biodiversity discovery hikes in collaboration with MEPVA, as well as a series of roadshows in our back-of-house areas featuring themes of “Energy and Water Conservation Awareness Week” and recycling awareness.

Beyond awareness, we are taking concrete steps to minimize environmental risks. Since 2022 we have transitioned away from phosphonate-based water treatment chemicals in our cooling towers to a more environmentally friendly zinc-based alternative; this change, implemented at both Wynn Macau and Wynn Palace, reduces the potential for eutrophication and aquatic toxicity while maintaining excellent corrosion and scaling control. The new system also lowers the need for associated chemicals such as biocides, further reducing ecological impact and aligning with our sustainability goals.

We also enact hands-on conservation and guest engagement activities to promote biodiversity and nature conservation. At Wynn Macau, our aquarium team has successfully bred and nurtured approximately 5,000 moon jellyfish, many of which are featured in a grand aquarium in the Encore lobby. The breeding program eliminates the need to source jellyfish from the wild, reducing pressure on natural populations while ensuring optimal care through advanced life-support systems that monitor water quality in real time. Beyond conservation, this initiative also creates unique guest experiences, including behind-the-scenes aquarium workshops, where in-house guests can learn about marine life and Wynn’s sustainable practices firsthand. By combining ecological stewardship with education and hospitality excellence, Wynn continues to inspire our guests and team members alike to appreciate biodiversity and create a healthier planet.

# ENVIRONMENTAL STEWARDSHIP



## OUR ENVIRONMENTAL MANAGEMENT SYSTEM

We have implemented one of the world's most scientifically rigorous environmental management systems, EarthCheck, specifically designed for companies in the travel and tourism industries. Wynn has utilized EarthCheck to verify our energy, waste, water, and carbon emissions. We have reinforced our commitment to the EMS approach by participating in a quantitative benchmarking evaluation. This process enables us to precisely measure our environmental performance and pinpoint opportunities for enhancing our management of natural resources and energy consumption. With the concerted efforts of the Company and our Wynn team members, Wynn successfully completed its EarthCheck audit and maintained our Silver Certification for 2025, showcasing our commitment to sustainability.

Our achievements have also been recognized through industry assessments: Wynn ranked

among the top 10 enterprises in the fifth Hotel BSI, improving our score by close to 40% compared to the first year, as well as top 20 in the sixth GBABSI as part of the BSI 2025 assessment conducted by CUHK. Building on this strong performance, Wynn was further honored with two accolades at the TVB ESG Awards, receiving both the "Best in ESG Practices" and the "ESG Special Recognition Award" and standing as the only Macau-based company to earn the "Best in ESG Practices" distinction.





## GREENING OUR COMPANY AND COMMUNITY

Our continued efforts to implement eco-friendly practices and reduce our carbon footprint are integral to our success as a responsible business in Macau. We endeavor to share and promote developments in the field of sustainability among our stakeholders, including guests, Wynn team members, suppliers, and other professionals in the industry; this important work contributes to the continued development of Macau as a smart and green city.

### SUSTAINABLE EDUCATION

Effective and targeted education programs make up the foundation of our sustainability efforts, ensuring all Wynn employees understand the importance of this topic. This year, Wynn launched our first Food Sustainability e-learning course, a 30-minute program covering key F&B-related sustainability principles such as the carbon footprint of meals and practical waste reduction strategies. The course is targeted to all team members, facilitating a comprehensive understanding of the implications of food waste amongst our employees. Over 11,000 team members have completed this course. To further deepen the expertise of our people, we also introduced a sustainability learning pathway through LinkedIn Learning for our Green Team members. This initiative provides curated courses on topics such as biodiversity and the circular economy, equipping team members with the knowledge to integrate sustainability into decision-making.

Beyond internal education, Wynn extends its sustainability message to guests and the community. At this year's MIECF, Wynn hosted interactive workshops on wellness and sustainable living, including sessions on fascia relaxation and low-carbon diets led by Wynn Spa physiotherapists and in-house dietitians. We also partner with leading universities, such as Tsinghua University and UNLV, to offer students learning panels and behind-the-scenes tours of our operations and showcase real-world applications of sustainability in hospitality. Wynn also actively participates in regional sustainability forums to advance knowledge sharing and collaboration: at the TVB Green Summit 2025, Wynn joined government representatives, industry leaders, and green technology experts to share our expertise and explore ESG strategies and low-carbon transformation opportunities for Macau and the Greater Bay Area. Wynn shared insights on how integrated resorts can implement ESG standards to promote sustainable development, reinforcing our role as a key contributor to Macau's green transition.

Through these comprehensive efforts, Wynn demonstrates our strong commitment to sustainable education and community engagement, cultivating a culture of awareness and environmental responsibility among our guests, employees, and the Macau community.

# GREENING OUR COMPANY AND COMMUNITY

## BUILDING BRIDGES FOR A SUSTAINABLE FUTURE

Collaboration and knowledge sharing are essential to advancing sustainable development. Wynn actively engages in global and local platforms to exchange best practices and showcase innovative solutions that balance environmental responsibility with economic growth, demonstrating the role integrated resorts can play in the transition to a sustainable future.

In June, Wynn proudly hosted participants of the Colloquium on Infrastructure Investment and Construction between China and Portuguese-Speaking Countries, an international program aimed at fostering connectivity and strategic collaboration for infrastructure development. During the visit, Wynn showcased our core sustainability initiatives, including the Winnov Vision AI-powered food waste management system and Nordaq 2000 automated water refilling system, which reduces our usage of single-use plastic. These demonstrations highlighted how Wynn integrates innovative technologies and efficient resource management to balance our environmental responsibility with economic considerations. The exchange provided



participants with valuable insights into Wynn's sustainability practices while offering us an opportunity to learn from global perspectives on infrastructure and green development.

Beyond international engagement, Wynn also continues to strengthen local partnerships through participation in platforms such as the MIECF. Our booth incorporated a number of sustainable design elements, including the use of repurposed fabric from hotel carpets and recycled flower fiberboard for the exhibition walls, and the use of Wynn's recycled lai see packets, to showcase sustainable environmental protection creativity. We are delighted that our innovative design was awarded the Green Booth Award—1<sup>st</sup> Runner-Up.



# GREENING OUR COMPANY AND COMMUNITY

## EMBRACING GREEN EATING

At Wynn, we are committed to educating our guests and team members about the importance of low-carbon food consumption. We encourage sustainable dining choices that align with our environmental goals, helping to reduce the carbon footprint associated with food production and consumption; by integrating sustainability into the culinary experience, we aim to make responsible eating both accessible and enjoyable.

This year we launched a series of campaigns to promote healthy eating and reduce food waste among team members, integrated under our new 360° Food Waste Reduction Program: Redefining Culinary Sustainability. The program, launched in December 2024, features three integrated initiatives designed to holistically address food waste and green eating. Complementing the Food Sustainability e-learning course provided for all our team members, and a comprehensive food waste assessment rolled out in our restaurant, we featured a remodeled "Clean Plate Program", which has been integrated as a cornerstone of Wynn's behavioral sustainability strategy to reduce plate waste from employee dining.

The program has generated strong engagement among our team members to embed waste-minimizing eating habit, and reaffirmed our belief that small, consistent actions can drive meaningful changes. We look forward to seeing its positive impacts as we continue to address food waste issues.

Wynn also utilizes our culinary expertise to celebrate global sustainability milestones. We join the global celebration of United Nations World Oceans Day and Sustainable Gastronomy Day each June to promote green eating. This year, Wynn purchased over MOP200,000 worth of sustainable seafood to support these programs, demonstrating our commitment to ecological conservation and the responsible use of Earth's resources.

Through education, innovation, and collaboration, Wynn is helping to redefine the future of green eating and sustainable procurement. By making green eating accessible and engaging, Wynn not only reduces our environmental footprint, but also inspires our guests, employees, and local community members to embrace choices that contribute to a healthier planet.



# GREENING OUR COMPANY AND COMMUNITY



## RESPONSIBLE PROCUREMENT

Responsible procurement is a cornerstone of our sustainability strategy. We embed sustainability principles into our procurement processes and align with our commitment to reducing environmental impact. For more information about our governance policies on responsible procurement and supply chain management, please refer to the [Our Governance](#) section of this report.

## GREEN PROCUREMENT PRACTICES

Our sustainable procurement covers a variety of day-to-day items, including cutlery, office equipment, and cleaning products. To reduce our impact, we ensure that the chemical cleaning products used at Wynn are certified as biodegradable or Green Seal certified, supporting safer indoor air quality and reduced ecological harm. We prioritize equipment with sustainable credentials, such as LED lights, water-based low volatile organic compound paints, and Forest Stewardship Council (FSC)-certified paper for printing. These choices reflect our commitment to responsible consumption and resource efficiency across our operations.

## SUSTAINABLE AND RESPONSIBLE FOOD AND BEVERAGE

We ensure that our seafood meets international standards for sustainable fisheries and traceability. In 2025, Wynn Macau successfully passed an audit

conducted by third-party certification agencies to obtain certifications from the Marine Stewardship Council (MSC) Chain of Custody (CoC) and the Aquaculture Stewardship Council (ASC) Chain of Custody (CoC). Following the earlier certification obtained by Wynn Palace in 2021, Wynn has become the first and only integrated resort in Macau with all properties holding both MSC and ASC CoC certifications.

This achievement signifies that the wild-caught and farmed seafood handled under the certified process complies with stringent global requirements for sustainable fisheries and responsible aquaculture, with full traceability throughout the supply chain. This milestone reinforces Wynn's adherence to globally recognized standards in sustainable seafood sourcing and handling, reflecting our commitment to setting a benchmark for operational excellence within the hospitality industry.

By sourcing seafood responsibly, we help protect the marine ecosystems and avoid overfishing, supporting the long-term health of ocean resources and ensuring our guests enjoy exceptional dining experiences without compromising environmental integrity or social responsibility through the collaboration with local SMEs. Certified sustainable seafood is featured across selected dining outlets with curated sustainable menus and employee dining rooms, supporting marine ecosystem protection and promoting responsible sourcing and sustainable dining practices.

# GREENING OUR COMPANY AND COMMUNITY

## CELEBRATING SUSTAINABLY

Wynn continues to blend refined creativity with sustainability into our festive offerings, championing elegant, eco-conscious celebrations. Continuing our tradition of elegant design, we unveiled a special Chinese New Year Festive Cake gift box for the Year of the Snake, our signature Chinese red "jewelry box". For the Mid-Autumn Festival, Wynn collaborated with local ceramic artist Aki Cheong to create a lantern-shaped mooncake bag inspired by Chinese porcelain and Portuguese Azulejo ceramic tile art, uniting Eastern and Western aesthetics. Designed with sustainability in mind, these gift sets are thoughtfully crafted to be visually striking, reusable, and practical, encouraging families and friends to celebrate with style while embracing sustainable practices.

To ensure the effective implementation of our supplier ESG programs, we provide training for our procurement team and other relevant internal stakeholders, equipping them with the knowledge and skills necessary to support these initiatives. In line with our commitment to continuous



improvement and supplier empowerment, we are enhancing our supplier ESG assessment process by collecting more detailed information and feedback on the environmental performance of our suppliers through a structured questionnaire. This year, the questionnaire was distributed to our key suppliers to assess their understanding of GHG emissions data, social impacts, and other ESG matters. The insights obtained will inform future engagement strategies and improvement actions, allowing us to better identify ESG risks and opportunities across our supply chain.



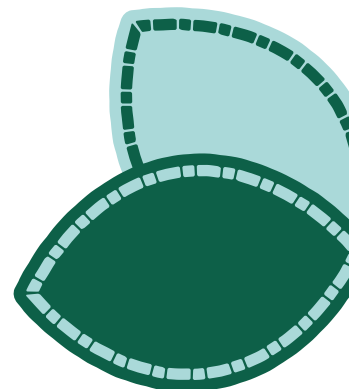
# NAVIGATING THROUGH CLIMATE CHANGE



We recognize the importance of aligning with the Macau government's long-term decarbonization strategies to reduce GHG emissions and are working to actively strengthen our efforts in building climate resilience. In 2023, we conducted a climate risk assessment aligning with the Task Force on Climate-related Financial Disclosures (TCFD) guidelines. We are aware of the IFRS Sustainability Disclosure Standards issued by the International Sustainability Standards Board (ISSB), in which the IFRS S2 Climate-related Disclosures integrated the TCFD recommendations. Wynn is diligently preparing the necessary disclosures in response to the requirements outlined in Part D: Climate-related Disclosures of the HKEX ESG Reporting Code, adhering to the "comply or explain" provisions of the code and in line with HKEX's phased approach. This section outlines our progress following the TCFD four pillars: governance, strategy, risk management, and metrics and targets.

## GOVERNANCE

Wynn recognizes the risks associated with climate change to our operations and have prioritized it as a material ESG topic. At Wynn, the Board is responsible for overseeing our sustainability governance, including the oversight of climate-related risks and opportunities, ensuring that robust risk management practices are effectively implemented. Material ESG-related risks to Wynn's businesses are regularly evaluated to ensure the overall effectiveness of our risk management processes. Please refer to the [Our Governance](#) section of this report to learn more about Wynn's climate governance.



# NAVIGATING THROUGH CLIMATE CHANGE

## STRATEGY

To facilitate our understanding of the importance of climate change issues, we have developed and continued to keep track of a comprehensive list of climate-related risks and opportunities to identify and assess the potential impacts on Wynn's business operations over the short- (current to 5 years), medium- (5 to 10 years), and long-term (over 30 years) time horizons, in line with our internal planning cycles and strategic decision-making processes. In response to the potential impacts identified, we conduct regular reviews of our sustainability strategy and plan for further mitigations as needed.

## DECARBONIZATION STRATEGY AND TRANSITION PLANNING

In support of the Macau government's long-term decarbonization strategy to achieve a Carbon Peak by 2030 and Near-Zero Emissions by 2050, which complements national Carbon Peak and Carbon Neutrality strategy, Wynn is in the process of implementing our climate action roadmap. We have established interim targets to drive decarbonization across our operations, demonstrating our commitment to supporting regional and national climate ambitions.

To advance the transition to a low-carbon economy, Wynn actively explores and evaluates new technologies across our operations where feasible, and continues to implement operational enhancements to improve resource efficiency and reduce emissions. To achieve our medium-term targets and long-term target for decarbonization, in the section of Wynn Sustainability Goals, Wynn has developed a transition plan underpinned by a series of targeted actions, including:

- Promote operational efficiency by implementing green energy practices and optimizing energy management systems.
- Reduce emissions through continual retrofits and re-commissioning, optimization of base building systems and consideration of construction good practices for renovations and new properties.
- Support proactively the sustainability strategies and decarbonization visions of the Macau government's Long-term Decarbonization Strategy.
- Engage actively with our suppliers to manage and reduce value chain emissions.
- Advance low-carbon mobility solutions by increasing the integration of sustainable transportation solutions and supporting Macau's green transport initiatives.

# NAVIGATING THROUGH CLIMATE CHANGE

Our transition plan is supported by cross-functional efforts across key operational areas, ensuring a comprehensive and integrated approach through both top-down leadership and bottom-up engagement, for instance:

MANAGEMENT APPROACH INITIATIVES	OPERATIONAL ENHANCEMENTS
<ul style="list-style-type: none"> <li>• Board and senior management oversight with regular meetings to monitor progress and ensure accountability</li> <li>• Established sustainability committee and Green Team to facilitate internal sharing on sustainability updates</li> <li>• Engaging external consultant to strengthen ESG strategy and compliance</li> <li>• Setting goals and targets aligned with government decarbonization strategies</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainability training for team members</li> <li>• Adoption of energy-efficient initiatives                             <ul style="list-style-type: none"> <li>◦ LED lighting</li> </ul> </li> <li>• Resource-efficient practices in facilities                             <ul style="list-style-type: none"> <li>◦ Water reuse systems (e.g. utilizing alternative water sources for cooling towers and guest toilet flushing in the event of water shortage)</li> <li>◦ Energy recovery and optimization (e.g. heat wheel systems for energy transfer and maintaining spare cooling capacity for efficiency)</li> </ul> </li> </ul>

As we move forward, we will continue to implement, refine, and expand our decarbonization strategies to ensure meaningful progress, enabling us to consistently adapt to emerging technologies, evolving regulatory landscapes, and shifting stakeholder expectations.

## CLIMATE-RELATED RISKS AND OPPORTUNITIES

Wynn Macau and Wynn Palace are located in areas exposed to climate-related physical risks, which may lead to increased operational and capital expenditures as we enhance our climate resilience through adaptive infrastructure, enhanced resource management, and business continuity planning across all core business activities in Wynn Macau and Wynn Palace. The key climate-related physical risks identified during our climate change assessment are summarized below:

PHYSICAL RISKS	
<p><b>Extreme Heat</b> Time Horizon: Short to Long</p>	<p>Excessive heat is characterized by unusually elevated temperatures surpassing historical averages, which could result in heat-related illnesses and pose health and safety risks to employees.</p>
<p><b>Chronic Temperature Increases</b> Time Horizon: Long</p>	
<p><b>Tropical Cyclones</b> Time Horizon: Short to Long</p>	<p>Tropical cyclones are destructive weather systems characterized by strong winds and heavy rainfall, which could cause damage to buildings, roofs, windows, and other structures.</p>
<p><b>Coastal and Offshore Flooding</b> Time Horizon: Short to Long</p>	<p>Coastal flooding refers to the inundation of coastal and offshore areas by seawater, typically caused by storm surges, high tides or sea-level rise. Coastal flooding can lead to structural damage, corrosion of materials, and electrical system failures.</p>
<p><b>Sea-level Rise</b> Time Horizon: Long</p>	

# NAVIGATING THROUGH CLIMATE CHANGE

We are aware of the presence of both risks and opportunities while we are driving the transition to a more sustainable future. In the following section, we have summarized the key transition risks identified, as well as relevant opportunities across business activities in Wynn Macau and Wynn Palace that might bring positive impacts to Wynn in terms of increased revenue or reduced operational costs:

## TRANSITION RISKS AND OPPORTUNITIES

### Carbon Pricing

Time Horizon: Medium to Long

Carbon pricing can be introduced in the form of a cap-and-trade scheme or a carbon tax which may be necessary to stimulate the transition to low-carbon energy.

### Emerging Decarbonization Policies

Time Horizon: Short to Long

Macau is aligned with the mainland China's goals of reaching peak carbon dioxide emissions by 2030 and carbon neutrality by 2060. The implementation of these policies might have financial and operational impacts on Wynn.

### Low-carbon Transportation

Time Horizon: Short to Medium

The switch to low-carbon transportation could increase the cost of investing in green transportation options for the Company's fleet by installing additional charging stations for electric vehicles and upgrading Wynn's current transportation fleet. Additionally, the Macau government plans to power 90% of the city's bus fleet with clean energy and increase the number of electric taxis by 2025. This presents opportunities for Wynn in transitioning to low-emission vehicles and promoting energy efficiency in transportation.

### Changes in Consumer Preferences

Time Horizon: Medium to Long

As consumers become more aware of the environmental impact of their choices, there may be a growing demand for sustainable and eco-friendly alternatives, which could create new business opportunities for the Company.

### Reputation

Time Horizon: Medium to Long

As consumer demand for sustainable products increases, a positive brand image and broader customer base may develop if Wynn offers additional sustainable products or services in the future.

# NAVIGATING THROUGH CLIMATE CHANGE

## RISK MANAGEMENT

Wynn incorporates climate change considerations into our strategy and internal framework. Identified physical and transition risks are monitored and managed through our overall risk management process, enabling us to effectively assess and respond to climate-related risks in our daily operations. We have prioritized material ESG topics, including climate change and emissions management, energy management, and sustainable transportation, to ensure climate-related risks and opportunities are fully considered and integrated into our strategic planning and operational procedures.

To assess our resilience against climate change, we conducted a scenario analysis during the 2023 reporting period, in line with TCFD recommendations. This analysis included both physical risks and transition risks and opportunities, projected over medium- and long-term time horizons (2030s and 2050s), and covers our operations in Macau.

For physical risks, we adopted the Intergovernmental Panel on Climate Change (IPCC)'s Shared Socioeconomic Pathways (SSPs) to assess Wynn's exposure to physical climate risks:

- SSP1-2.6: a low-emissions scenario that assumes below 2°C warming by 2100.
- SSP5-8.5: a high-emissions scenario following a "business as usual" trajectory, estimating over 4°C of warming by 2100.
- Our climate risk assessments rely on global climate models and indicators to represent future changes in climate hazards. These indicators are carefully selected as proxies to best reflect specific hazard types, which act as indirect measures based on current and historical relationships used to infer potential future risks. Our assessment outcomes should be understood as indicative of potential climate-driven change based on the climate model resolution.

For transition risks and opportunities, we referenced scenarios from the International Energy Agency (IEA) and the Network for Greening the Financial System (NGFS), along with Macau government's Long-term Decarbonization Strategy for regional relevance and benchmarking:

- Net-Zero Emissions by 2050 Scenario (NZE by 2050): a low-emissions scenario represents a rapid decarbonization pathway.
- Stated Policies Scenario (STEPS): a high-emissions scenario considering policy commitments as of the period when our analysis was conducted.
- We have assumed different levels of policy and regulatory changes in our analysis, specifically more intense changes in the low carbon scenario and limited changes in the high carbon scenario. These include, but are not limited to, the introduction of carbon taxes, emissions trading schemes, electrification-related policies, and consumer preferences. We have considered policy evolution in line with Macau's local policy environment and Nationally Determined Contributions (NDC).

By considering both high-carbon and low-carbon scenarios, we utilize balanced, science-based projections that provide a contrast between best-case and worst-case outcomes. This approach allows us to sufficiently consider the risks and opportunities brought by climate change, potentially impacting our business operations and value chain.

Our scenario analysis provides insights into Wynn's capacity to adapt its strategy and business model to climate-related developments over the short, medium, and long term. Identified climate risks and opportunities have been integrated into our ERM framework which follows the Committee of Sponsoring Organizations of the Treadway Commission (COSO) ERM framework, with the results reported to senior management. We will continue to monitor evolving regulatory expectations and industry practices, and reassess our approach to quantitative disclosure as appropriate.

# NAVIGATING THROUGH CLIMATE CHANGE

## Physical Risks

Climate-related Risks and Opportunities	Implications	Wynn's Mitigation Strategy
<b>Acute</b> <ul style="list-style-type: none"> <li>• Extreme Heat</li> <li>• Tropical Cyclones</li> <li>• Coastal and Offshore Flooding (e.g. storm surges, high tides)</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced revenue due to business disruption</li> <li>• Increased costs from repairs and maintenance</li> <li>• Increased spending related to the adaptation and mitigation capacity of assets</li> <li>• Increased insurance premiums</li> <li>• Potential health and safety issues for outdoor workers of Wynn or our vendors who work under extreme weather conditions</li> </ul>	<ul style="list-style-type: none"> <li>• Conducting physical risk assessments and regularly enhancing our business contingency plan</li> <li>• Continuously improving the hazard prevention and protection of our assets and operations</li> <li>• Adopting energy-efficient equipment and further energy conservation improvements</li> <li>• Mitigating flood risks by implementing flood resistance measures such as water removal infrastructure and inspections of drainage network</li> <li>• In the event of water shortage, utilizing alternative water sources within Wynn's properties for cooling towers</li> <li>• Providing training to outdoor workers and regularly reviewing health and safety protocols to mitigate the impacts of extreme heat</li> <li>• Dedicated teams to manage transportation and rest arrangement for impacted employees who remain on site due to the extreme weather events</li> </ul>
<b>Chronic</b> <ul style="list-style-type: none"> <li>• Chronic Temperature Increases</li> <li>• Sea-level Rise</li> </ul>		

## Transition Risks and Opportunities

Climate-related Risks and Opportunities	Implications	Wynn's Mitigation Strategy
<b>Policy and Legal</b> <ul style="list-style-type: none"> <li>• Carbon Pricing</li> <li>• Emerging Decarbonization Policies</li> </ul>	<ul style="list-style-type: none"> <li>• Increased compliance costs related to carbon tax and other regulations</li> <li>• Potential damage to reputation from non-compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Establishing GHG emissions reduction targets to lower emissions</li> <li>• Adding and upgrading energy efficient equipment</li> <li>• Regularly reviewing and monitoring regulatory requirements and the latest policy trends</li> </ul>
<b>Technological</b> <ul style="list-style-type: none"> <li>• Low-carbon Transportation</li> </ul>	<ul style="list-style-type: none"> <li>• Increased costs of adopting green transportation</li> <li>• Enhanced operations efficiency</li> </ul>	<ul style="list-style-type: none"> <li>• Enhancing green transportation options for our company's fleet</li> </ul>
<b>Market</b> <ul style="list-style-type: none"> <li>• Changes in Consumer Preferences</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced revenue due to the shift in consumer preferences towards more sustainable products and services</li> <li>• Working with upstream suppliers to explore sustainable products and solutions</li> </ul>	<ul style="list-style-type: none"> <li>• Providing more sustainable options for guests</li> <li>• Enhancing sustainable procurement policies and practices</li> </ul>
<b>Reputation</b> <ul style="list-style-type: none"> <li>• Better Brand Image and Competitive Position</li> </ul>	<ul style="list-style-type: none"> <li>• Potential revenue opportunities from attracting customers with more sustainable offers and practices</li> </ul>	<ul style="list-style-type: none"> <li>• Providing more sustainable options for guests</li> <li>• Continuing to explore the application of additional sustainable offers and practices in operations</li> <li>• Maintaining a formal <a href="#">WML Sustainability Policy</a> to guide decision-making and embed ESG principles across operations</li> </ul>

Moving forward, Wynn remains committed to addressing climate-related risks and opportunities while enhancing transparency. We will continue to monitor developments in regulatory expectations and market practices, and will reassess our approach to quantitative disclosure as appropriate. In parallel, we will advance our climate strategy by implementing energy-efficient measures, staying abreast of regulatory developments, exploring opportunities to minimize emissions and addressing climate impacts in our operations.

# NAVIGATING THROUGH CLIMATE CHANGE

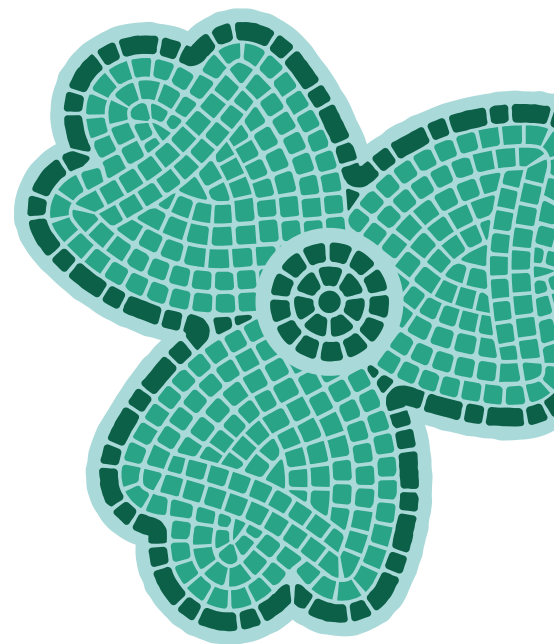
## METRICS AND TARGETS

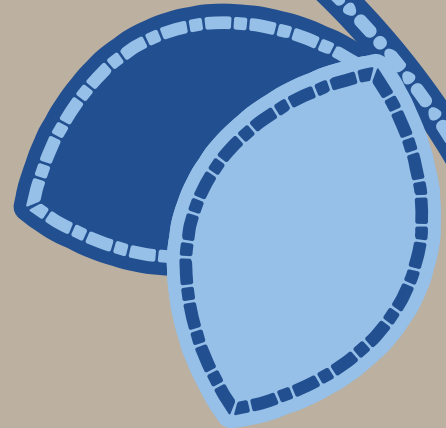
We publish key metrics on energy consumption, water usage, and waste management annually in our sustainability report. Regular monitoring and disclosure of these metrics enable us to identify areas with elevated climate-related risks and guide continuous improvement in our environmental performance.

To ensure we meet our decarbonization targets—engaging with vendors for Scope 3 GHG emissions data collection and training in conjunction with our current short-term, medium-term and long-term targets to reduce GHG emissions—we use the EarthCheck system to continuously measure and monitor our environmental performance. This system tracks key environmental indicators and helps us identify opportunities to reduce energy use across our operations.

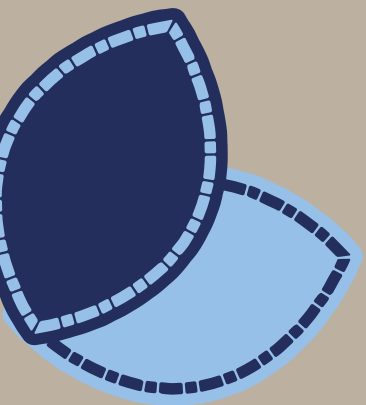
We regularly monitor our Scope 1 and 2 GHG absolute emissions and intensity to identify improvement opportunities. We are currently refining our Scope 3 emissions inventory and assessing targeted actions to further reduce emissions. In 2025, we distributed questionnaires to vendors to assess their understanding of GHG emissions data, the green certifications or standards associated with their products and services, and their ability to provide emissions-related information. Moving forward, we plan to deepen this engagement by offering training sessions to support suppliers in improving their GHG emissions reporting and management practices.

Internal procedures and training are also in place to ensure climate-related information is effectively communicated to our team members. Please refer to the [Our Planet](#) section and the [2025 Performance Metrics](#) of this report to learn more about Wynn's GHG emissions performance, measurement approach and management.





# Our Governance



# OUR GOVERNANCE MESSAGE

We hold integrity in the highest regard and are committed to maintaining exemplary standards of corporate governance, which are fundamental for the effective management of our business and for earning the trust of the investment community and regulatory bodies in our industry.

Through effective leadership at Wynn, the Board and executive team are responsible for safeguarding, implementing and enhancing our corporate culture and employee proprietor mindset to elevate the entire hospitality industry to new heights.

We actively collaborate with the Macau government and industry partners to fulfill our role in creating a brighter future for our valued guests, team members, and stakeholders. We strive to deliver the highest luxury hospitality standards while establishing ourselves as a sustainable and responsible industry leader.

In 2025, we aligned our sustainability goals with Wynn's strategic objectives and better reflected the priorities of local ESG development, which guide our effort to reduce our environmental footprint in support of the local decarbonization strategy.

To safeguard these goals and better manage emerging risks, we continue to strengthen our governance framework to ensure it remains responsive, integrated, and ESG-focused. This includes a focus on environmental stewardship, supply chain management, workplace conduct, mentorship, and human rights. As part of our climate risk management, we are actively integrating climate-related risks into our corporate risk register to ensure they are considered in strategic decision-making. In parallel, we are deepening ESG supplier assessments to better understand environmental and social risks across our value chain, strengthen due diligence, and



promote responsible practices, all of which are critical to maintaining operational integrity and stakeholder confidence. To further enhance transparency and accountability across our value chain, we introduced an updated [WML Sustainability Policy](#) this year and established supplier-related policies to reinforce environmental standards, and align our partner network with our commitment to responsible and ethical business practices, thereby supporting our broader sustainability objectives.

The Board holds ultimate responsibility for overseeing the Company's risk management and internal control systems. Effective ESG risk management requires collaboration across our entire operation, leveraging diverse skills and expertise to formulate appropriate responses. Wynn prioritizes environmental responsibility and is committed to sustainable practices. We have consistently developed and implemented various initiatives within our guest offerings and operational systems to promote efficiency and conserve resources. Recognizing the urgency of climate change, we are fully dedicated to mitigating its impacts and advancing toward our decarbonization goals.

Looking ahead, we are confident the defining quality that has established Wynn as the global leader in the luxury hospitality industry—our unwavering commitment to excellence—will keep us positioned at the forefront of the global hospitality industry for many years to come.

## BOARD OVERSIGHT OF ESG ISSUES

We have evolved our Company's legacy of progress by continually enhancing our operational structures, processes and controls to support and promote ethical behavior across every sector of our business. Our ESG activities are overseen by the Board, which has the responsibility to manage the impact of all our current and future decisions. All our decisions are made with careful consideration of their current and future implications, including potential impacts anticipated in the short term and well into the future. This includes taking care of our team members, operating in an environmentally responsible manner and supporting the Macau community.

## BOARD COMPOSITION AND DIVERSITY

The Board governs the Company and is responsible for overall leadership of the Group. The Board works to promote the success of the Group by overseeing and directing the Group's business transactions and delegates the day-to-day running of the Group's business to the executive directors and management team. The Board determines the overall strategic priorities for the Company, reviews and approves budgetary affairs, as well as oversees and monitors the overall performance of management.

The composition of the Board is composed of a balanced mix of executive directors and non-executive directors, including independent non-executive directors. In 2025, the Board consisted of 10 directors, 5 of whom are independent.

The Board has received appropriate delegation of its functions and powers and has established appropriate Board committees, including the audit and risk committee, remuneration committee, and nomination and corporate governance committee.

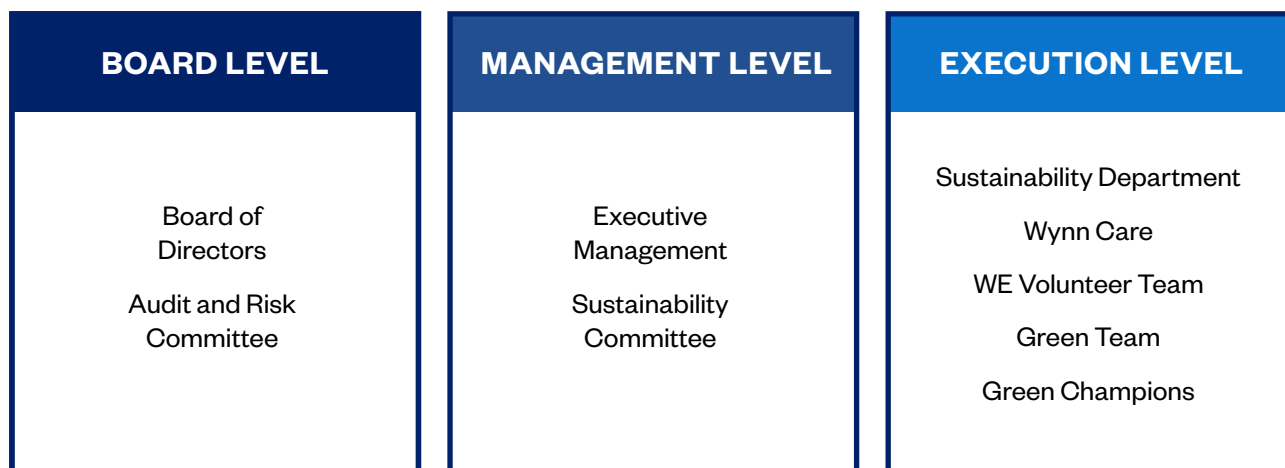
The Board adopts a board diversity policy, which sets out the Company's approach to achieving diversity. The Company recognizes and embraces the benefits of having a diverse board and views diversity as an important element in supporting the attainment of its strategic objectives and its sustainable development. In designing the Board's composition, a variety of diversity aspects are considered, including but not limited to gender, age, educational background, ethnicity, professional (including regional and industry) experience, skills, knowledge and length of service. The Board may adopt, and amend from time to time, such aspects that are appropriate to the Company's business and succession planning, as applicable.

The nomination and corporate governance committee of the Company reviews the policy periodically to ensure its effectiveness and will recommend revisions to the Board for consideration and approval as appropriate. The committee is also committed to maintaining representation at our Board level to ensure a broad spectrum of experience and expertise that will promote the presentation and consideration of different points of view.

# SUSTAINABILITY GOVERNANCE

Our Board, assisted and advised by the audit and risk committee and executive management, oversees our approach to sustainability initiatives and reporting. The sustainability committee, comprising representatives from different departments and disciplines, advises and assists executive management in developing policies, implementing processes, and monitoring strategies that promote sustainable development. At the executive level, the Chief Financial Officer and Chief Administrative Officer is responsible for overseeing sustainability issues, ensuring relevant initiatives are closely tied to our financial performance and strategic direction. The Board and the audit and risk committee meet to evaluate ESG priorities, assess and manage material ESG-related issues, including risks to Wynn's businesses, and review the overall effectiveness of our risk management processes.

## SUSTAINABILITY OVERSIGHT AT WYNN



We have a formal Sustainability department with a dedicated team led by our Vice President - Corporate Controller and Special Projects, who reports to our Chief Financial Officer and Chief Administrative Officer. Our Sustainability department oversees the day-to-day management and implementation of our socially and environmentally focused programs and initiatives.

Since the establishment of this department, we have seen an increase in recognition of the importance of sustainability among our Wynn team. Our internal Green Team members and appointed Green Champions report to the sustainability committee regularly and are responsible for implementing sustainability initiatives within their respective departments. Learn more about our environmental initiatives in the [Our Planet](#) section of this report.

To learn more about our corporate governance and the overall governance structure of the organization, please see our [WML 2025 Annual Report](#).

# SUSTAINABILITY GOVERNANCE

## SUPPLY CHAIN MANAGEMENT

We have established and continue to develop relationships with an exclusive network of suppliers to ensure our quality standards and procurement requirements are met. All suppliers are assessed using a three-phase internal approval process by senior management, department users, and our Procurement and Corporate Investigation departments.

Recognizing the potential risks and uncertainties within our supply chain, we have established mitigation processes in place that can be implemented as and when needed for our hospitality needs, such as during extreme weather events or supply shortages, in order to minimize disruptions to our operations.

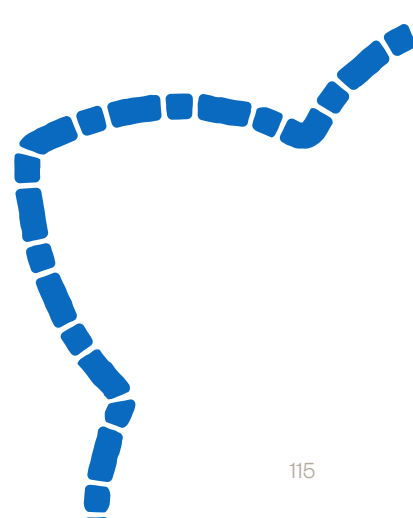
To further strengthen supply chain management and responsible procurement across our operations, Wynn introduced an updated [WML Sustainability Policy](#) this year and established a suite of supplier-related policies, all of which are available on our website:

- Supplier Environmental Standards
- Sustainable Procurement Policy
- Supplier Code of Conduct

These policies reinforce consistent sustainability expectations across our value chain—including employees, agents, service providers, supply chain, contracted parties, and other business partners—ensuring alignment with Wynn's core values and broader sustainability objectives.

They also support our operations in meeting recognized industry benchmarks and, where possible, global best practices in environmental sustainability for the tourism and hospitality sector. By establishing transparent standards and integrating sustainability criteria into procurement and supplier engagement processes, Wynn strengthens accountability across its supply chain and ensures that third parties conduct their operations responsibly and in line with Wynn's expectations. Collectively, these policies enhance the resilience and integrity of our supply chain and support Wynn's long-term goal of fostering sustainable value creation across our operations and among the partners we work with.

We have established a strong foundation for responsible supply chain management through a series of supplier-related policies which outline the environmental, social, and ethical expectations we set for our suppliers. Building on this foundation, we conduct desk-based reviews focused primarily on verifying relevant certifications and documentation provided by suppliers. These reviews help us understand suppliers' current practices and their alignment with our [WML Sustainability Principles](#). Our focus on these areas ensures that our suppliers not only fulfill operational needs but also make a positive contribution to our environmental stewardship and social impact goals. Furthermore, we provide suppliers with ESG-related information and training to clarify expectations and build capacity. Where needed, we offer remote or on-site support to encourage continuous improvement.



# SUSTAINABILITY GOVERNANCE

## OUR COMMITMENT TO THE HUMANE CARE OF ANIMALS

Wynn's 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.

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 Organization for Animal Health's Five Freedoms:

- Freedom from hunger, malnutrition, and thirst;
- Freedom from fear and distress;
- Freedom from heat, stress and physical discomfort;
- Freedom from pain, injury, and disease; and
- Freedom to express standard patterns of behavior.

We have achieved our commitment to source 100% cage-free chicken shell eggs since 2024, which underscores our dedication to animal welfare and responsible sourcing practices.

We also support organizations which care for and support animals. For example, we provided various donations and other support to local animal welfare organizations during the year, including Anima Macau, Cats and Dogs Guardian Angel Association (Macao) and Everyone Stray Dogs Macau Volunteer Group. Together with the Everyone Stray Dogs Macau Volunteer Group, which provides homeless dogs with food, shelter, and medicine, Wynn held a charity sale in the back-of-house area to advocate for the importance of caring for animals. The funds raised were used for the medical expenses of elderly, sick, and rescued dogs in their shelters.

PROCURED **100%**  
CAGE-FREE CHICKEN  
SHELL EGGS IN 2025



# SUSTAINABILITY GOVERNANCE

## ESG RISKS AND OPPORTUNITIES

We recognize that the nature of our business and the environment in which we operate expose us to potential risks, which occur in many ways and can impact our stakeholders, reputation, finances, operations, and the sustainability of our Company. Such business risks cover all aspects of our operations, including ESG and climate-related issues.

The risk management framework of Wynn Macau, Limited is guided and covered by our parent company Wynn Resorts, Limited. The Board has the ultimate accountability for overseeing company-wide risks and determining their nature and significance. As part of our integrated company-wide risk management process, the sustainability committee plays a proactive role in evaluating ESG-related risks. The committee convenes at least twice annually and maintains clear accountability for the implementation and oversight of sustainability risk controls. To ensure a comprehensive approach to risk management, we employ a variety of risk management frameworks, including an ERM framework and a dedicated risk management and compliance system. These tools enable us to monitor risks effectively and support decision-making across the organization.

To further strengthen our risk management framework, we integrate risk criteria into the development of products and services. This ensures that sustainability and risk considerations are factored into our strategic and operational decisions. We also prioritize ongoing risk management education and targeted training for employees throughout the year, including onsite sessions for department heads and middle management. These initiatives cultivate a robust risk-aware culture within the Company, ensuring that risks are managed and addressed effectively, which is essential for supporting the long-term sustainable growth of Wynn.

We recognize that our activities face a variety of potential risks and opportunities from both internal and external environments. To effectively tackle these, we continuously anticipate their effects and respond appropriately through a thorough analysis with our sustainability committee on a regular basis.



In addition to our regular risk management processes, Wynn prides itself on its crisis management procedures. Executive management has protocols and processes in place should any potential adverse event affect our operations, with the priority being to assure the safety of our guests and team members. Internal communication channels are also in place to notify team members of the latest developments and precautionary measures.

# SUSTAINABILITY GOVERNANCE

## MANAGING CLIMATE RISKS AND OPPORTUNITIES

Wynn fully understands the risks of climate change to our business. At Wynn, we ensure proper oversight by the Board in assessing and managing climate-related risks and opportunities within our governance framework, which includes consideration of climate-related strategic decisions and day-to-day operational management of our business.

As part of our ongoing efforts to strengthen climate resilience, we are in the process of integrating climate risks into our corporate risk register. To gain a comprehensive understanding of the potential impacts of climate change, we have conducted climate scenario analyses to evaluate the impacts of climate-related risks and opportunities on our business operations. Please refer to the [Our Planet](#) section of this report for more details.

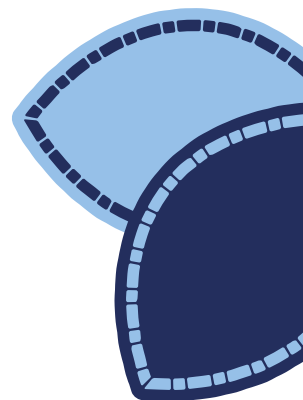
Our Board, assisted by the audit and risk committee and executive management, is responsible for overseeing the climate governance of Wynn, including the approval of ESG and sustainability strategies. The Board and the audit and risk committee meet quarterly.

They are primarily responsible for reviewing corporate business, while also communicating the ESG priorities and sustainability strategies, assessing material climate-related risks to Wynn's operations, and evaluating the overall effectiveness of our risk management processes. Climate-related targets and performance metrics are monitored through structured processes, with progress updates provided by executive management.

The management of Wynn helps facilitate the day-to-day management of the Company. The management is sufficiently informed and involved in issues related to climate change to ensure material climate-related risks and opportunities are fully integrated into our strategic decisions and operations.

The sustainability committee, consisting of representatives from different departments and disciplines, advises and assists executive management in developing policies, implementing processes, and monitoring strategies that promote Wynn's climate resilience against climate change. They meet regularly to review departmental progress on climate-related initiatives and discuss next steps. Climate-related risks and opportunities are monitored through regular cross-departmental coordination, helping ensure these considerations are effectively integrated and tracked across core business functions.

The Board, management team, and sustainability committee have sufficient knowledge of climate-related issues and their potential impacts on Wynn's business and operations. To ensure continued awareness and informed decision-making, updates on climate-related topics are regularly provided to facilitate the integration of climate-related considerations into strategic planning and operational management. Additionally, team members receive ESG-related training during orientation to build awareness of sustainability principles from the outset.



# GOVERNANCE POLICIES

We have made an unwavering corporate commitment to ensure compliance in all aspects of our operations, earning the trust of our guests, team members, regulators and the investment community. This commitment encompasses adherence to all applicable laws and regulations, coupled with upholding the highest standards of integrity and ethical business practices.

## OUR CODE OF BUSINESS CONDUCT AND ETHICS

Our Code of Business Conduct and Ethics (Code) shapes ethical practices that impact all stakeholders and influence our reputation within our industry. All team members, officers, directors, agents and representatives of Wynn are required to comply with our Code, which provides team members with guidance and contacts for seeking clarification and reporting any behaviors that may violate our principles. The Code encompasses various topics including but not limited to diversity and inclusion, conflicts of interest, political activities and information security, which form the foundation of our commitments to sustainability. The audit and risk committee of our Board is responsible for periodically reviewing and making recommendations concerning the Code, as well as overseeing compliance and risk assessment, thereby playing a crucial role in our sustainability journey.

As part of the Code, policies are in place to ensure effectiveness and maintain positive labor relations practices, including the harassment prevention policy and human trafficking prevention statement.

## COMMUNICATING CONCERNS

To promote transparency and accountability, our Code applies to all team members, officers, directors and agents of Wynn and its affiliates, regardless of position. In the event that a team member suspects a violation of applicable laws, rules, regulations, the Code or the Company's related policies, they are strongly encouraged to immediately report that information to the Compliance Officer, the Employee Relations department, the Senior Vice President of Human Resources, the General Counsel, their particular divisional Vice President, one of our whistleblowing hotlines, or via "The Wire", our internal platform. Our InTouch hotline is accessible to address reports concerning various forms of unethical or illegal conduct, including but not limited to: violations of accounting, auditing or securities laws; any form of harassment or discrimination; and any misconduct exhibited by team members or guests.

We prioritize protecting personal information, where team members can submit a report confidentially and anonymously without the concern of retaliation or adverse employment action due to a report of suspected misconduct or for assisting in any investigation of suspected misconduct. Details of our whistleblowing channels are available on our intranet and posted within key employee areas of our properties as well as on our website.

## HARASSMENT PREVENTION POLICY

We have zero tolerance towards offensive, demeaning, insulting, or any other form of derogatory behavior. Our commitment extends to maintaining a workplace free from sexual harassment, harassment based on legally protected characteristics, or any other basis safeguarded by local laws, ordinances or regulations. Such behavior is prohibited in any form, whether it occurs between coworkers, involves a supervisor or happens with persons doing business with or for the Company, including guests and vendors. We take disciplinary measures, including potential termination of employment for any inappropriate conduct. We firmly believe we all have a role in creating a positive, safe and respectful work environment. All team members are expected to adhere to and help enforce the Company's policies on harassment and discrimination. If any team member believes these policies have been violated, they are encouraged to report the incident to the Employee Relations department, the Compliance Officer, the Legal department, the Senior Vice President of Human Resources or one of our hotlines.

# GOVERNANCE POLICIES

## HUMAN TRAFFICKING PREVENTION STATEMENT

We are fully aware of the devastating consequences of human trafficking on a global scale, and we condemn all forms of human trafficking. Wynn implements effective systems and controls to prevent any occurrence of human trafficking at our resorts.

To uphold our operations and demonstrate our [WML Sustainability Principles](#), our Human Resources and Corporate Investigation teams work closely to ensure strict compliance with labor laws and regulations through established processes and control checkpoints. Given our internal processes, the labor laws of Macau, and the government's preapproval requirement for any new hire, the potential of forced or child labor in our resorts is remote. Regardless, we strictly prohibit child or forced labor and comply with all applicable local laws and regulations such as the "Labour Relations Law" of Macau.

## TRAINING OUR TEAM

By equipping our employees with the necessary tools and training, Wynn ensures a proactive approach to safeguarding against potential risks while promoting a secure work environment. Mandatory annual training or communication are offered to all employees, which covers a range of topics including:

- Anti-harassment;
- Anti-discrimination;
- Anti-corruption;
  - o The Foreign Corrupt Practices Act;
  - o Anti-corruption in Macau, Hong Kong and mainland China; and
  - o Wynn's anti-corruption policy.

To reinforce this commitment, Wynn partnered with the Commission Against Corruption of Macau for the third consecutive year to host the "Prevention and Suppression of Bribery in the Private Sector" seminar. Held at both Wynn Macau and Wynn Palace, the sessions engaged over 310 department heads and team members, offering insights into legal frameworks, integrity-related offences, and real-life case studies. Through delivering ongoing training initiatives, we are reinforcing integrity management and strengthening our workforce's ability to identify and prevent bribery risks.

In addition, Wynn continued to champion fraud prevention through a series of interactive programs under the theme "Recognize and

Report Fraud and Scams!". Throughout 2025, we organized a series of anti-fraud roadshows and anti-fraud promotion quizzes in the back-of-house area, engaging thousands of team members through interactive activities designed to promote vigilance and strengthening awareness of emerging scam tactics. Complementing these efforts, Wynn's Anti-Fraud Ambassadors actively spread fraud prevention messages across departments, supporting the Judiciary Police of Macau's community-wide awareness initiatives. We also shared practical advice via internal communications, empowering team members to identify and avoid common scams.

Wynn also collaborated with the Judiciary Police of Macau to launch the "Stay Sharp, Outsmart the Scam!" campaign to deliver hands-on tips and strategies to combat emerging scam tactics with effective response and prevention strategies. These collaborative efforts equip our team members to safeguard themselves and their communities against fraud, thereby enhancing fraud awareness and prevention across all aspects of life.



# GOVERNANCE POLICIES

## ANTI-CORRUPTION AND ANTI-MONEY LAUNDERING

At Wynn, we maintain zero-tolerance for money laundering and have established comprehensive policies to combat both money laundering and the financing of terrorism. These policies are extensive, covering areas such as compliance with laws, rules and regulations, conflict of interest, employment of immediate family members and relatives, as well as anti-corruption and anti-bribery. They provide a clear set of guiding principles that all team members must adopt and apply to their daily work. To ensure robust implementation, Wynn actively enforces our anti-money laundering procedures which comply with or exceed governmental regulations across critical areas including customer screenings and due diligence, transactional controls, reporting, record-keeping and employee training. Our customer due diligence guidelines are risk-based, particularly for high-volume credit and cash customers, and include rigorous procedures such as the collection, validation, and analysis of identity and source of funds information. Additionally, we conduct name matching against list of known parties, such as politically exposed persons, to mitigate risks effectively. Together, these measures underscore our commitment to maintaining high standards of integrity and regulatory compliance in our operations.

In line with our company-wide commitment to compliance, our long-established anti-money laundering committee functions independently to ensure that all operational divisions at Wynn adhere to these policies and comply with Macau law. We have also implemented a range of measures to safeguard our interests against potential risks, including advanced systems, processes, and technologies. These initiatives are designed to mitigate threats through extensive employee training, robust surveillance, security and investigation operations, and the adoption of enhanced security features on our chips, such as embedded radio frequency identification tags.

Apart from these systems, we conduct anti-money laundering training for our teams to equip them with the skills needed to identify suspicious financial activities. We also conduct internal audits regularly to prevent such activities. All Wynn team members are obligated to participate in selected training, with additional training being mandatory for certain job positions. Selected frontline team members receive compliance training, including anti-money laundering, and team members who are involved with our casinos are required to complete responsible gaming programs. To prevent and detect suspicious financial activity, we test all employees before commencing employment and annually thereafter.

Throughout 2025, no instances of bribery, corruption or conflicts of interest were reported, and there were no legal actions taken against the Company or its team members regarding corrupt practices. Additionally, we did not incur any financial losses from legal proceedings associated with money laundering in 2025. These positive outcomes are attributed to our continuous efforts in educating our team members on responsible gaming, anti-money laundering, and fostering a culture of ethics, compliance and safety.

**100%**  
OF EMPLOYEES  
HAVE COMMITTED TO  
OUR ANTI-CORRUPTION  
POLICIES IN 2025



# GOVERNANCE POLICIES

## RESPONSIBLE GAMING

As one of the key stakeholders in Macau's responsible gaming framework, Wynn is committed to integrating responsible gaming into our daily operations and strengthening community awareness. Our commitment is reflected in our continuous collaboration with various stakeholders to enhance the awareness and understanding of responsible gaming among team members, citizens, and tourists, ultimately aiming for the sustainable and healthy development of Macau's gaming industry.

We continued to invest significant resources to advance responsible gaming education and outreach across our properties and within the broader Macau community. Internally, Wynn hosted a series of responsible gaming promotional roadshows, quizzes and lucky draws at Wynn Macau and Wynn Palace back-of-house areas throughout 2025, in partnership with the Associação de Juventude Voluntária de Macau and the Sheng Kung Hui Gambling Counselling and Family Wellness Centre. These activities aimed to equip participants with practical knowledge on responsible gaming concepts, remedies of problematic gambling, as well as enhance their understanding of prevention strategies and nurture positive values. Over 20,500 team members participated in these activities in 2025.



Building on these internal initiatives, Wynn continues to strengthen responsible gaming capabilities by building our dedicated team of Responsible Gaming Ambassadors through targeted training initiatives. These ambassadors actively advocate responsible gaming internally among team members and externally to the public, while also providing timely support to those in need. As part of our community-facing efforts in broadening public engagement, our Responsible Gaming Ambassadors participated in the "Responsible Gaming Promotion Day 2025" organized by the Macao Leisure Industry Employees Home (formerly known as Macao Gaming Industry Employees Home) and sponsored by the Social Welfare Bureau of Macau, distributing educational materials and promoting the eight responsible gaming behaviors across major community locations to raise public understanding and encourage early help-seeking. To further strengthen capability building, we partnered with the Sheng Kung Hui Gambling Counselling and Family Wellness Centre to deliver four training courses for close to 90 ambassadors and team members. These sessions combined case studies and simulations to strengthen participants' ability to manage responsible gaming incidents effectively.

# GOVERNANCE POLICIES

In addition to targeted training, we regularly conduct online and in-person training courses covering essential topics related to responsible gaming policies and the symptoms of gaming disorders. These courses provide our team with up-to-date knowledge, enhancing their ability to address problem gaming effectively. This initiative builds upon the comprehensive introduction to responsible gaming that new team members receive during orientation. Throughout 2025, over 5,000 team members across various departments completed responsible gaming e-learning courses and quizzes, which equipped them with the skills to assist those affected by gaming disorders while fostering empathy for their emotional challenges. We also encourage team members to pursue continuous learning to enhance their professional qualifications. This year, selected team members who completed the "Macau Responsible Gambling Trainer" and "Certificate in Macau Responsible Gambling Advisor" programs were awarded a certificate of completion at the Responsible Gambling Promotions 2025 Closing Ceremony in recognition of their hard work and achievements.

Reflecting our strong efforts in advancing responsible gaming, the Wynn team secured second place in the "2025 Responsible Gaming Themed Comprehensive Competition", organized by the Macao Leisure Industry Employees Home and sponsored by the Social Welfare Bureau of Macau. This competition required participants to promote responsible gaming messages to both tourists and locals while also completing a knowledge-based quiz challenge. Our team's strong performance demonstrated their deep understanding of responsible gaming principles, professionalism, and commitment to promoting responsible gaming in the community.

We work closely with the Gaming Inspection and Coordination Bureau of Macau, the Social Welfare Bureau of Macau, the Institute for the Study of Commercial Gaming of the University of Macau and other local NGOs to formulate and implement best practices to promote responsible gaming. Part of this is achieved by raising awareness around our facilities through written material regarding the nature and symptoms of problem gaming. In line with the Macau government's policies and promotional strategies, we have instilled elements into our annual responsible

gaming promotional plan and circulated our "Wynn Macau and Wynn Palace Implementation Measures of Responsible Gaming" to outline the many measures we have taken to promote responsible gaming. These include:

- Displaying messages on responsible gaming, reminders of potential risks of gaming and information about self and third-party exclusions using posters, brochures, pamphlets, display boards and video clips;
- Advertising responsibly by not actively promoting any gaming activity, and including a responsible gaming message and/or a toll-free helpline number in advertising messaging where practical;
- Broadcasting videos, including the latest video clips by the Gaming Inspection and Coordination Bureau of Macau's "Seeking Help for Winning the Future" program, in smoking lounges and guest shuttle buses;
- Installing responsible gaming kiosks to provide immediate help to those who need it;
- Making information available to all patrons explaining the probabilities of winning or losing at the various games offered by our casinos;
- Providing education to new team members on responsible gaming as well as periodic training to refresh their knowledge;
- Organizing annual promotion projects in our local community, such as launching "Immersive Street Theatre Shows" in the Rua da Felicidade district in the local community to share knowledge about financial literacy and promote responsible gaming awareness among residents as well as tourists, complemented by a highlight video broadcast on Macau public buses to further promote responsible gaming messages; and
- Launching a training program for team members by partnering with the Macao Leisure Industry Employees Home to nurture more talent in promoting responsible gaming in the community.

We are proud that both properties were once again designated as "Responsible Gambling Model Units", reaffirming Wynn's industry leadership in training, public education, counselling support and responsible gaming facility enhancements.

# GOVERNANCE POLICIES

## CYBER SECURITY

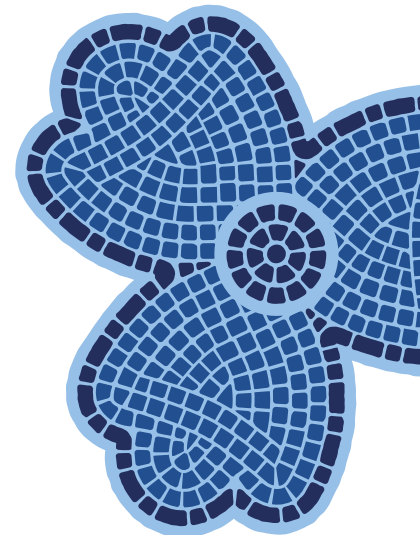
At Wynn, information is considered to be one of our most valuable company assets, and protecting it from misuse, loss or theft is of the highest priority. Our data protection policy is published on our website to inform customers about user consent, the purpose of data collection, streamline process, and access to modify information collected where needed. We are committed to preserving the confidentiality, accuracy and integrity of all forms of information used by the Company and maintained on behalf of guests and employees, including electronic data, paper documents and spoken word. Additionally, we collect customer data only when necessary to complete business functions, ensuring data is never sold or released to any outside party.

Our operations are safeguarded by our Information Security Program designed to protect against potential threats that could lead to compromise, reputational damage, or financial loss. This world-class program is founded on the principles and standards of the Macau Cyber Security Law (MCSL). It ensures data accuracy and integrity and is overseen by Wynn Resorts' Chief Information Security Officer in collaboration with Wynn Resorts' Chief Information Officer and Privacy Counsel. Together, they oversee our global information security, information technology, and data privacy programs. Furthermore, the Company's information security program encompasses robust controls and protections for its systems, applications, databases, and third-party vendors, creating a well-rounded defense against potential vulnerabilities. Wynn Resorts' Information Security Officer manages the information security program and establishes annual targets and security objectives to safeguard operations and maintain stakeholder trust.

To further guard our guests against cybercrime, we comply with the MCSL. To ensure network security and combat intrusions, we provide security awareness training to team members responsible for managing our cyber systems, aligning with MCSL standards. This training covers the background of the MCSL, its regulatory requirements, and cybersecurity management expectations. To streamline access, MCSL training has been integrated into our internal training platform.

To protect the confidential information of customers, Wynn also complies with the Payment Card Industry Data Security Standard (PCI DSS) which is a global data security standard adopted by the payment card brands for all entities that process, store, or transmit cardholder data and/or sensitive authentication data. PCI DSS aims to:

- Build and maintain a secure network and systems;
- Protect cardholder data;
- Maintain a vulnerability management program;
- Implement strong access control measures;
- Regularly monitor and test networks; and
- Maintain an information security policy.



# GOVERNANCE POLICIES

Wynn requires all team members to annually acknowledge our IT resources acceptable use and privacy policy to uphold data security policies, information management standards, and personal data protection. Our cybersecurity policy is internally available to all employees, ensuring everyone is aware of their responsibilities. Our Information Security specialists undergo advanced training to fulfill their responsibilities in maintaining our Information Security Program.

Complementing these measures, our cybersecurity program incorporates a comprehensive range of security controls, including firewalls, intrusion detection systems, data loss prevention tools, and penetration testing for network, cloud, and application platforms. We have established a clear escalation process that employees can follow if they notice suspicious activities, reinforcing a culture of vigilance. We also conduct security assessments of third-party vendors and provide security awareness training for employees, ensuring a robust and proactive approach to safeguarding our data and systems. These efforts highlight our promise to ensure a vigilant workforce that effectively protects our data and systems from potential threats.

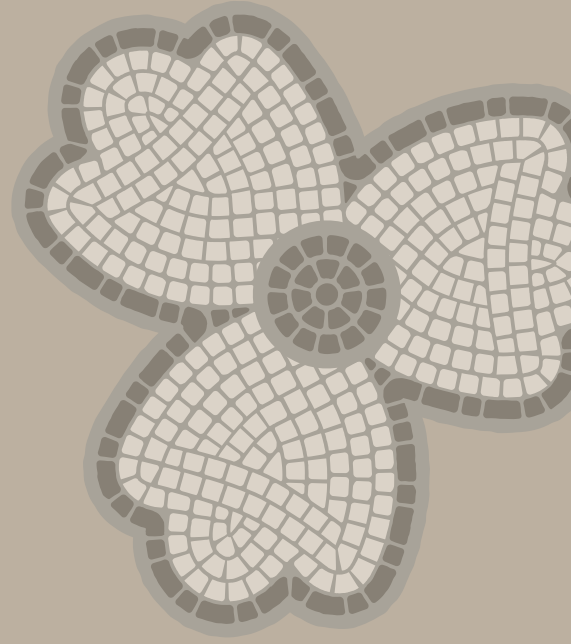
We aim to maintain the highest security standards through our comprehensive Information Security Program and robust cybersecurity training for our employees. We ensure that all of our data is meticulously protected, thereby safeguarding the interests of all of Wynn's stakeholders.

OVER 14,300

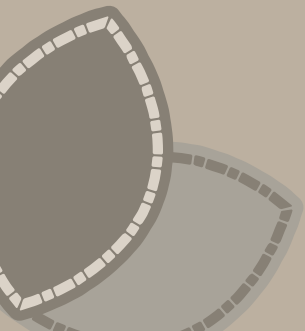
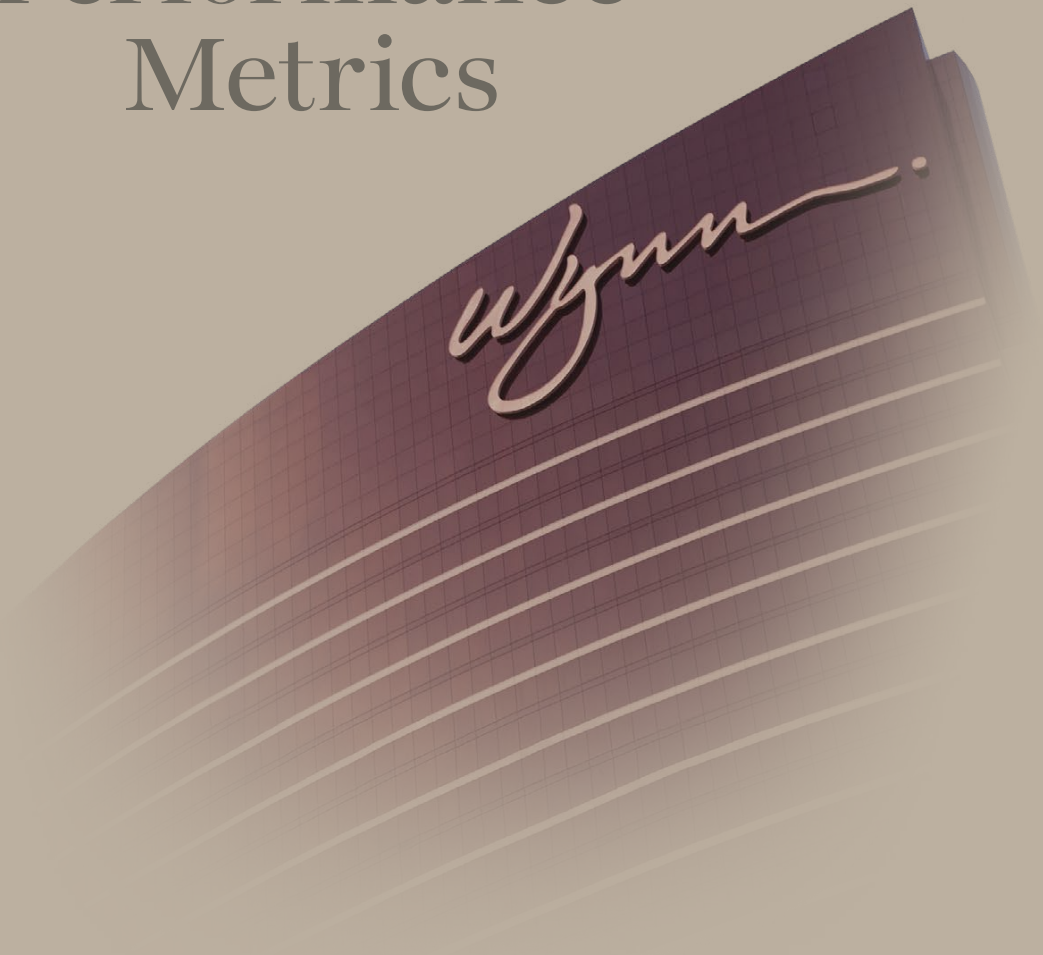
PARTICIPANTS ATTENDED PCI DSS TRAINING SINCE 2018







# 2025 Performance Metrics



## EMPLOYEES

WORKFORCE DEMOGRAPHICS	2025	2024	2023
<b>Total employees<sup>1</sup></b>	<b>11,620</b>	<b>11,419</b>	<b>11,484</b>
<b>By gender</b>			
Male / Female	5,829 / 5,791	5,669 / 5,750	5,635 / 5,849
% of workforce (male / female)	50.2% / 49.8%	49.6% / 50.4%	49.1% / 50.9%
<b>By age group</b>			
Under 30 years old	1,104	1,103	1,174
% of workforce	9.5%	9.7%	10.2%
30-50 years old	7,237	7,154	7,127
% of workforce	62.3%	62.6%	62.1%
Over 50 years old	3,279	3,162	3,183
% of workforce	28.2%	27.7%	27.7%
<b>Employees at management level<sup>2</sup></b>	<b>1,227</b>	<b>1,196</b>	<b>1,156</b>
% of workforce	10.6%	10.5%	10.1%
<b>Employee gender by organizational level (male / female)<sup>3</sup></b>			
Leadership	56.9% / 43.1%	56.1% / 43.9%	56.2% / 43.8%
Manager	55.7% / 44.3%	55.3% / 44.7%	55.0% / 45.0%
Line level	49.5% / 50.5%	49.0% / 51.0%	48.4% / 51.6%
<b>Board by gender</b>			
Male / Female	60.0% / 40.0%	60.0% / 40.0%	60.0% / 40.0%
<b>Ethnicity &amp; Nationality</b>			
Local / Non-local	76.0% / 24.0%	77.2% / 22.8%	79.4% / 20.6%
<b>Total number of new employee hires</b>	<b>1,248</b>	<b>1,042</b>	<b>1,213</b>

<sup>1</sup>Total employees is calculated as the average number of employees at the beginning and at the end of the year.

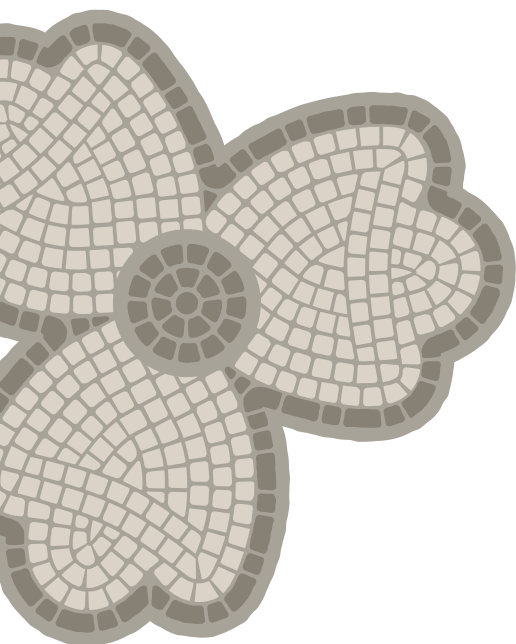
<sup>2</sup>Management employees include employees in a managerial role and not strictly defined by level or title. They include both leadership and manager levels employees. Since 2024, the calculation methodology for the percentages of employees at management level has been updated and are calculated as the average number of employees at the beginning and at the end of the year. The figure for 2023 has been updated based on this method.

<sup>3</sup>Employees at leadership, manager, and line levels are calculated as the average number of employees at the beginning and at the end of the year. The manager level refers to line management.

## EMPLOYEES

WORKFORCE DEMOGRAPHICS	2025	2024	2023
<b>Turnover statistics<sup>4</sup></b>			
<b>Turnover rate</b>	<b>8.7%</b>	<b>7.8%</b>	<b>13.1%</b>
<i>By gender</i>			
Male / Female	9.6% / 7.7%	8.5% / 7.2%	13.6% / 12.7%
<i>By age group</i>			
Under 30 years old	21.7%	21.0%	27.1%
30-50 years old	8.1%	6.8%	9.7%
Over 50 years old	5.6%	5.6%	15.6%
<b>Voluntary turnover rate<sup>5</sup></b>	<b>6.8%</b>	<b>6.9%</b>	<b>12.2%</b>
<b>Involuntary turnover rate<sup>6</sup></b>	<b>1.9%</b>	<b>0.9%</b>	<b>0.9%</b>

EMPLOYEE HEALTH AND SAFETY	2025	2024	2023
Injury rate (incidents per 200,000 hours) <sup>7</sup>	3.2	3.2	2.7
Lost days rate (days per 200,000 hours) <sup>8</sup>	86.4	83.3	56.3
Absentee rate (% of total days worked) <sup>9</sup>	2.0%	2.0%	2.1%



<sup>4</sup> Turnover rate is calculated using average employees as the denominator. Turnover rates of male and female employees are calculated using average male and female employees as the denominators respectively. Turnover rates by age group are calculated using average employees under the respective age groups as denominators.

<sup>5</sup> Voluntary turnover rate is calculated using average employees as the denominator.

<sup>6</sup> Involuntary turnover rate is calculated using average employees as the denominator.

<sup>7</sup> Injury rate reported to the Macau government includes incidents requiring medical care. Injury rate is based on 100 employees working 40 hours per week for 50 weeks.

<sup>8</sup> Lost days rate is based on 100 employees working 40 hours per week for 50 weeks. The lost day count starts on the first full day missed.

<sup>9</sup> Absentee rate excludes unpaid leave days. The Company provides six paid sick days per employee per year.

**EMPLOYEE TRAINING<sup>10</sup>**

Wynn has a culture of continuous on-the-job training. Each operational department conducts pre-shift meetings. It is a way to maintain our premium service standards. While continuous training hours are impossible to track, we have disclosed our metrics for formal training sessions.

	2025	2024	2023
<b>% of employees trained</b>	<b>98.7%</b>	<b>98.8%</b>	<b>78.2%</b>
Male / Female	98.6% / 98.9%	98.7% / 98.9%	75.6% / 80.8%
Management / Non-management	97.9% / 98.8%	98.0% / 98.9%	97.7% / 76.1%
<b>Average employee training (hours)</b>			
Male / Female	27.3 / 30.0	30.2 / 34.3	8.8 / 10.1
Management / Non-management	18.5 / 29.8	18.6 / 33.9	14.5 / 8.9
<b>% of employees anti-corruption policies committed<sup>11</sup></b>	<b>100.0%</b>	<b>99.9%</b>	<b>100.0%</b>
<b>Number of management employees receiving formal anti-corruption training</b>	<b>905</b>	<b>872</b>	<b>799</b>

**COMMUNITY ENGAGEMENT**

	2025	2024	2023
<b>Monetary donations and sponsorships (HK\$ millions)</b>	<b>115.3</b>	<b>85.9</b>	<b>74.3</b>
<b>Events<sup>12</sup></b>	<b>110</b>	<b>119</b>	<b>112</b>
Event participants <sup>13</sup>	3,310	2,845	3,796
<b>Volunteer hours<sup>14</sup></b>	<b>10,221</b>	<b>10,278</b>	<b>12,629</b>
WE Volunteer team members	2,464	2,490	2,517

<sup>10</sup> The percentage of employees trained and the average employee training hours per employee are calculated using the total employees that worked during the year (including turnover). Since 2025, the calculation methodology has been refined to consider only full time employees under our operations in Macau. The figures for 2023 and 2024 have been updated accordingly based on this method.

<sup>11</sup> The percentage excludes team members who left the Company and on long-term leave. Refer to Footnote 10 for details of the methodology refinement applied since 2025 and the restatement of the 2023 and 2024 figures.

<sup>12</sup> Events included both Wynn- and non-Wynn organized events in which Wynn's team members participated.

<sup>13</sup> Event participants included friends and family members of employees who also participated in the events.

<sup>14</sup> Volunteer hours included friends and family members of employees who also participated in the events.

## ENVIRONMENTAL PERFORMANCE

EMISSIONS	2025	2024	2023
<b>Air emissions (kg)</b>			
Nitrogen oxides (NOx) emissions <sup>15</sup>	740	751	825
Sulfur oxides (SOx) emissions <sup>15</sup>	5	6	6
Particulate matter (PM) emissions <sup>15</sup>	16	15	21
<b>GHG emissions (t CO<sub>2</sub>e)<sup>15, 16, 17</sup></b>	<b>163,234</b>	<b>160,327</b>	<b>160,758</b>
Scope 1 emissions <sup>15</sup>	12,284	12,485	12,383
Scope 2 emissions <sup>17, 18</sup>	150,950	147,842	148,375
<b>Carbon intensity (Scope 1 and 2) (t CO<sub>2</sub>e per m<sup>2</sup>)<sup>15, 17</sup></b>	<b>0.20</b>	<b>0.20</b>	<b>0.20</b>

ENERGY	2025	2024	2023
<b>Total energy consumption (MWh)<sup>15, 17, 19</sup></b>	<b>302,783</b>	<b>299,031</b>	<b>300,080</b>
Energy consumption intensity (MWh per m <sup>2</sup> ) <sup>15, 17, 20</sup>	0.37	0.37	0.37

WATER CONSUMPTION	2025	2024	2023
<b>Total water consumption (m<sup>3</sup>)</b>	<b>2,379,538</b>	<b>2,351,786</b>	<b>2,502,232</b>
<i>By property</i>			
Wynn Palace	1,404,721	1,333,477	1,418,133
Wynn Macau	974,817	1,018,309	1,084,099
<b>Water consumption intensity (m<sup>3</sup> per guest night)</b>	<b>2.5</b>	<b>2.5</b>	<b>2.7</b>

<sup>15</sup> Wynn's vehicle fleet is managed regularly based on operational needs. The fuel consumption and associated air and GHG emissions reported each year reflect the vehicles in operation during the reporting period.

<sup>16</sup> GHG emissions are calculated based on the GHG Protocol.

<sup>17</sup> In 2025, we have also included the electricity consumption of a new food hall at Wynn Palace, which commenced operations in April 2025.

<sup>18</sup> The CEM electricity emissions factor changes each year based on the mix of their energy purchase.

<sup>19</sup> Our energy consumption includes electricity, gas, diesel, natural gas and liquefied petroleum gas (LPG) all converted to an equivalent unit. Our scope excludes offsite warehouses, a small development office and the employee shuttle buses.

<sup>20</sup> Energy consumption intensity is based on the resort footprint (m<sup>2</sup>) and includes gaming, convention, hotel, retail and F&B operations.

## ENVIRONMENTAL PERFORMANCE

WASTE GENERATED	2025	2024	2023
<b>Total non-hazardous waste (tonnes)</b>	<b>14,091</b>	<b>13,365</b>	<b>11,851</b>
Incinerated	11,727	10,965	10,771
Landfilled	201	167	137
Diverted	2,163	2,233	943
Non-hazardous waste intensity (kg per m <sup>2</sup> )	17.29	16.40	14.54
<b>Total hazardous waste (tonnes)</b>	<b>163</b>	<b>126</b>	<b>159</b>
Incinerated	9	4	6
Diverted	154	122	153
Hazardous waste intensity (kg per m <sup>2</sup> )	0.20	0.16	0.19
<b>Total waste generated (tonnes)</b>	<b>14,254</b>	<b>13,491</b>	<b>12,010</b>

WASTE DIVERTED (IN KG) <sup>21</sup>	2025	2024	2023
<b>Total non-hazardous waste</b>	<b>2,162,898</b>	<b>2,233,260</b>	<b>942,540</b>
Playing cards	1,169,463	1,320,065 <sup>22</sup>	128,122
Paper <sup>23</sup>	609,033	564,471	574,180
Food waste diversion <sup>24</sup>	130,376	147,408	124,437
Scrap metal	177,183	116,650	40,600
Glass	25,067	32,150	31,896
Soap	2,554	2,925	3,148
Others <sup>25</sup>	49,222	49,591	40,157
<b>Total hazardous waste</b>	<b>153,635</b>	<b>121,626</b>	<b>152,908</b>
Batteries	94,808	68,980	64,436
Cooking oil	34,445	29,586	36,281
Others <sup>26</sup>	24,382	23,060	52,191
<b>Total waste diverted</b>	<b>2,316,533</b>	<b>2,354,886</b>	<b>1,095,448</b>

<sup>21</sup> Fluctuations may occur due to changes in usage patterns between reporting years, such as variations in the frequency of use, changes in equipment efficiency, or shifts in consumption habits and operational practices that affect the rate at which these items are consumed and disposed of.

<sup>22</sup> Following the pilot phase in November 2023, the increase is attributed to the official launch of the shredded playing cards recycling program in late January 2024.

<sup>23</sup> Paper includes cardboard, shredded paper, newspaper, and magazine.

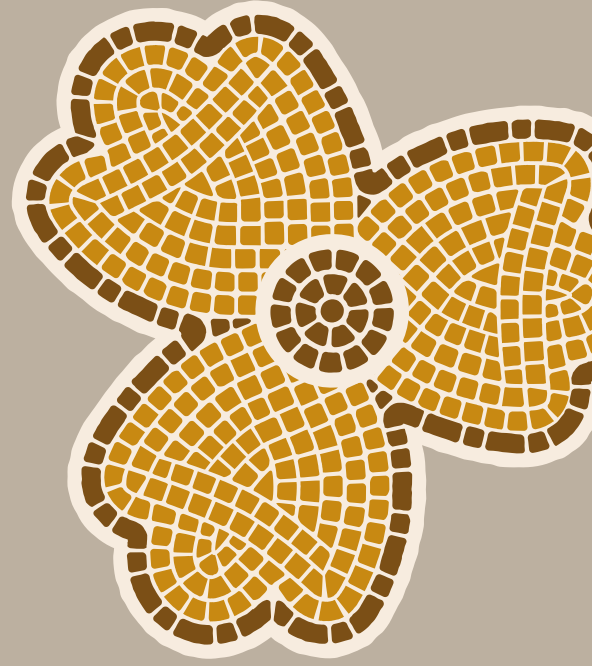
<sup>24</sup> Food waste diversion includes food waste that is sent to the composter and digester.

<sup>25</sup> Others include but may not be limited to aluminum, coffee capsules, various plastics, hotel amenities, and food donations.

<sup>26</sup> Others include but may not be limited to electronics, lighting systems (such as light tubes, light bulbs, and lighting panels), and printer cartridges.

## PROCUREMENT

PROCUREMENT SPEND PERCENTAGE	2025	2024	2023
<i>By region</i>			
Macau	84.2%	85.5%	80.6%
Hong Kong	7.9%	7.0%	7.6%
Others	7.9%	7.5%	11.8%
PROCUREMENT SUPPLIERS PERCENTAGE	2025	2024	2023
<i>By region</i>			
Macau	52.6%	53.6%	55.6%
Hong Kong	23.9%	24.6%	25.4%
Others	23.5%	21.8%	19.0%



# Content Index



## ABOUT THIS REPORT

This Sustainability Report (Report) covers the calendar year 2025. It is designed to help our stakeholders better understand how Wynn approaches sustainability, how we manage ESG topics, and how we measure our performance. We include references to other Wynn publications and resources where appropriate for the easy reference of our readers. Comprehensive coverage of our financial performance can be found in our [WML 2025 Annual Report](#). The Report covers Wynn Macau, Limited, a holding company, and our main operating subsidiary, Wynn Resorts (Macau) S.A., which owns and operates the destination casino resorts "Wynn Palace" in the Cotai area of Macau and "Wynn Macau" on the Macau peninsula.

This Report is developed with reference to existing local and globally recognized reporting frameworks. It is prepared in accordance with the ESG Reporting Code as set out in Appendix C2 of the Rules Governing the Listing of Securities on the HKEX and references the GRI Standards covering the core operations and activities of Wynn. It also references the SASB industry standards for industry-specific impacts that are relevant to our business: casinos and gaming, hotels and lodging, and restaurants. In addition, we prepared our carbon footprint disclosures following the GHG Protocol. We also support the United Nations Sustainable Development Goals (SDGs) and have presented the report's alignment with applicable SDGs in corresponding sections.



ESG-related [2025 Performance Metrics](#) and a [Content Index](#) are included in the Report to help readers easily locate relevant information across the Report and to demonstrate compliance with the HKEX ESG Reporting Code.

# COMBINED GRI AND HKEX INDEX

This index references information related to disclosures from the GRI Standards of 2021 (unless indicated otherwise) as well as the HKEX Appendix C2: ESG Reporting Code. The reported information may meet in part or in full the requirements of each GRI disclosure listed. Some disclosures beyond our material ESG topics are also included as an effort to enhance our reporting practices and increase transparency for our stakeholders.

In response to the climate-related disclosures outlined in Part D: Climate-related Disclosures of the HKEX ESG Reporting Code, Wynn is diligently preparing the necessary disclosures for our sustainability reports to adhere to the "comply or explain" provisions of the code, and in line with HKEX's phased approach.

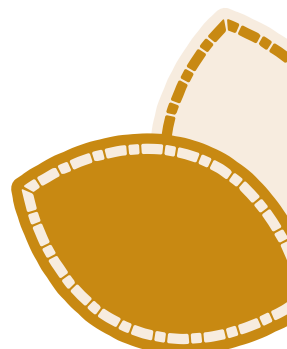
GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>GRI 2: GENERAL DISCLOSURES (2021)</b>			
<b>The Organization and its Reporting Practices</b>			
2-1		Organizational details	<p><b>Welcome to Wynn</b> <b>Content Index</b></p> <ul style="list-style-type: none"> <li>Name of the organization - Wynn Macau, Limited ("WML", "Wynn", "we" or the "Company")</li> <li>Registered office of Macau operating subsidiaries - Wynn Palace, Avenida da Nave Desportiva, Cotai, Macau</li> <li>Location of operations - Macau SAR, People's Republic of China</li> <li>Ownership and legal form:                             <ul style="list-style-type: none"> <li>- A publicly listed company on the Hong Kong Stock Exchange</li> <li>- Approximately 72% beneficially held by Wynn Resorts, Limited</li> </ul> </li> </ul>
2-2	--	Entities included in the organization's sustainability reporting	<p><b>Content Index</b></p> <p><a href="#">WML 2025 Annual Report</a></p> <ul style="list-style-type: none"> <li>- Financial Statements</li> <li>- Notes to Financial Statements                             <ul style="list-style-type: none"> <li>- 1. Corporate and Group Information</li> </ul> </li> </ul>
2-3		Reporting period, frequency and contact point	<p><b>Content Index</b></p> <p>The highlights, content, and metrics shared in this report cover the calendar year of 2025. We have provided trend data where feasible.</p> <p>Financial information is disclosed in the <a href="#">WML 2025 Annual Report</a> and published at the end of April 2026.</p> <p>Chelsea Tan, Vice President - Corporate Controller and Special Projects, Email: <a href="mailto:Sustainability@wynnpalace.com">Sustainability@wynnpalace.com</a></p>
2-4		Restatements of information	<p><b>Content Index</b></p> <p>There have been no material restatements during the period.</p>
<b>Activities and workers</b>			
2-6	KPI B5.1 KPI B5.2	Activities, value chain, and other business relationships	<p><b>Welcome to Wynn</b> <b>Our People</b></p> <ul style="list-style-type: none"> <li>- Workforce Message</li> <li>- Workforce Highlights</li> </ul> <p><b>Our Community</b></p> <ul style="list-style-type: none"> <li>- Supporting Entrepreneurship and Innovation</li> </ul> <p><b>Our Governance</b></p> <ul style="list-style-type: none"> <li>- Sustainability Governance</li> </ul> <p><b>2025 Performance Metrics</b></p> <p><b>Content Index</b></p> <p><a href="#">WML 2025 Annual Report</a></p> <ul style="list-style-type: none"> <li>- Management Discussion and Analysis</li> <li>- Report of the Directors</li> </ul> <p><a href="#">Wynn Macau</a> and <a href="#">Wynn Palace</a> websites</p> <p>In 2025, there were no significant changes in the WML's sector(s), the entire value chain, and other relevant business relationships compared to 2024.</p>

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>GRI 2: GENERAL DISCLOSURES (2021)</b>			
<b>Activities and workers</b>			
2-7	KPI B1.1	Employees	<b>Welcome to Wynn</b> <b>Our People</b>
2-8		Workers who are not employees	<b>2025 Performance Metrics</b> <b>Content Index</b> <a href="#">WML 2025 Annual Report</a> - Directors and Senior Management All employees from WML are located in Macau.
<b>Governance</b>			
2-9	--	Governance structure and composition	<b>Our Governance</b> <b>Content Index</b> <a href="#">WML 2025 Annual Report</a> - Corporate Governance Report
2-10	--	Nomination and selection of the highest governance body	<b>Content Index</b> <a href="#">WML 2025 Annual Report</a> - Corporate Governance Report
2-11	--	Chair of the highest governance body	<b>Content Index</b> <a href="#">WML 2025 Annual Report</a> - Directors and Senior Management - Our Directors
2-12	MD 13(ii) - (iii) MD 14 CD 19(a)	Role of the highest governance body in overseeing the management of impacts	<b>Welcome to Wynn</b> - Wynn Sustainability Goals <b>Our Approach to Sustainability</b> - Materiality Assessment <b>Our Planet</b> - Navigating Through Climate Change <b>Our Governance</b> - Board Oversight of ESG Issues - Board Composition and Diversity - Sustainability Governance - Governance Policies <b>Content Index</b> <a href="#">WML Sustainability Principles</a> <a href="#">WML Sustainability Policy</a>
2-13	MD 13(ii) CD 19(b)	Delegation of responsibility for managing impacts	<b>Our Planet</b> - Navigating Through Climate Change <b>Our Governance</b> - Board Oversight of ESG Issues - Sustainability Governance - Governance Policies <b>Content Index</b> <a href="#">WML 2025 Annual Report</a> - Corporate Governance Report  Our Board directly supports our sustainability initiatives by prioritizing ESG goals to drive long-term corporate value.
2-14	MD 13(i)	Highest governance body's role in sustainability reporting	<b>Our Governance</b> - Board Oversight of ESG Issues - Sustainability Governance <b>Content Index</b>  This report has been reviewed by WML's President and Board of Directors.

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>GRI 2: GENERAL DISCLOSURES (2021)</b>			
<b>Governance</b>			
2-15	--	Conflicts of interest	<b>Our Approach to Sustainability</b> - Living Our Principles <b>Our Governance</b> - Governance Policies <b>Content Index</b> <a href="#">WML Sustainability Principles</a> <a href="#">WML 2025 Annual Report</a> - Management Discussion and Analysis - Report of the Directors - Corporate Governance Report
2-16	--	Communication of critical concerns	<b>Content Index</b> In 2025, there were no grievances confirmed in relation to critical concerns.
2-17	--	Collective knowledge of the highest governance body	<b>Our Governance</b> - Sustainability Governance <b>Content Index</b> <a href="#">WML 2025 Annual Report</a> - Corporate Governance Report
2-18	--	Evaluation of the performance of the highest governance body	<b>Content Index</b> <a href="#">WML 2025 Annual Report</a> - Corporate Governance Report - Board of Directors
2-19	--	Remuneration policies	<b>Content Index</b> <a href="#">WML 2025 Annual Report</a> - Report of the Directors - Remuneration Policy - Corporate Governance Report
<b>Strategy, Policies and Practices</b>			
2-22		Statement on sustainable development strategy	<b>Welcome to Wynn</b> - A Message from Linda Chen - Wynn Sustainability Goals <b>Our Approach to Sustainability</b>
2-23	--	Policy commitments	<b>Our Approach to Sustainability</b> - Living Our Principles <b>Our People</b> - Workforce Message - Cherishing Employee Health, Well-being and Benefits - Keeping Our Team and Guests Safe <b>Our Community</b> - Supporting Entrepreneurship and Innovation <b>Our Planet</b> - Greening Our Company and Community <b>Our Governance</b> - Board Composition and Diversity - Sustainability Governance - Governance Policies <b>Content Index</b> <a href="#">WML Sustainability Principles</a> <a href="#">WML Sustainability Policy</a> <a href="#">WML 2025 Annual Report</a> - Corporate Governance Report
2-26	KPI B7.2	Mechanisms for seeking advice and raising concerns (Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored)	<b>Our Governance</b> - Governance Policies <b>Content Index</b> <a href="#">WML Sustainability Principles</a> <a href="#">WML 2025 Annual Report</a> - Corporate Governance Report

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>GRI 2: GENERAL DISCLOSURES (2021)</b>			
Strategy, Policies and Practices			
2-27	GD A1	<p>Compliance with laws and regulations (Policies and compliance with relevant laws and regulations that have a significant impact on the issuer on the following aspects):</p> <ul style="list-style-type: none"> <li>• Emissions</li> </ul>	<p><b>Our Planet</b></p> <ul style="list-style-type: none"> <li>- Environmental Stewardship</li> </ul> <p><b>Content Index</b></p> <p>We have internal emissions monitoring and auditing systems that span across the organization. Results are reported monthly and audited annually. The Sustainability team meets regularly with representatives throughout the Company to communicate progress. To our knowledge, Wynn is not subject to any specific country, regional, or industry-level emissions regulations and policies.</p> <p>In 2025, there were no confirmed incidents of non-compliance or grievances in relation to environmental protection laws or regulations that have a significant impact on us.</p> <p>Nearly all of Macau's water comes from the West River's Modaomen Channel in Zhuhai City, mainland China.</p> <p>All wastewater is discharged to local municipal treatment systems in compliance with applicable legal requirements.</p>
	GD B1	<ul style="list-style-type: none"> <li>• Employment</li> </ul>	<p><b>Our People</b></p> <ul style="list-style-type: none"> <li>- Workforce Message</li> <li>- Cherishing Employee Health, Well-being and Benefits</li> </ul> <p><b>Our Governance</b></p> <ul style="list-style-type: none"> <li>- Governance Policies</li> </ul> <p><b>Content Index</b></p> <p><a href="#">WML Sustainability Principles</a></p> <p><a href="#">WML Sustainability Policy</a></p> <p>Wynn has a policy and annual training covering non-discrimination. Human Resources has the overall responsibility for maintaining effective enforcement of non-discrimination and harassment policies.</p>
	GD B2	<ul style="list-style-type: none"> <li>• Health and Safety</li> </ul>	<p><b>Our People</b></p> <ul style="list-style-type: none"> <li>- Cherishing Employee Health, Well-being and Benefits</li> <li>- Keeping Our Team and Guests Safe</li> </ul> <p><b>2025 Performance Metrics</b></p> <p><b>Content Index</b></p> <p><a href="#">WML Sustainability Principles</a></p> <p><a href="#">WML Sustainability Policy</a></p> <p>In 2025, there were no major incidents of non-compliance or grievances in relation to health and safety laws and regulations.</p> <p>There were no incidents of occupational disease in 2025.</p>
	GD B4	<ul style="list-style-type: none"> <li>• Labour Standards</li> </ul>	<p><b>Our Governance</b></p> <ul style="list-style-type: none"> <li>- Sustainability Governance</li> <li>- Governance Policies</li> </ul> <p><b>Content Index</b></p> <p>Our <a href="#">WML Sustainability Principles</a>, <a href="#">WML Sustainability Policy</a>, Code of Business Conduct and Ethics, and adherence to local labor laws guide our approach to managing these topics.</p> <p>There were no incidents of child or forced labor in 2025.</p>
	GD B6	<ul style="list-style-type: none"> <li>• Product Responsibility</li> </ul>	<p><b>Our People</b></p> <ul style="list-style-type: none"> <li>- Keeping Our Team and Guests Safe</li> </ul> <p><b>Our Governance</b></p> <ul style="list-style-type: none"> <li>- Governance Policies</li> </ul> <p><b>Content Index</b></p> <p>In 2025, there were no reported incidents of non-compliance concerning or grievances confirmed concerning:</p> <ul style="list-style-type: none"> <li>- the health and safety impacts of products and services</li> <li>- product and service information and labeling</li> <li>- breaches of customer privacy and customer data</li> </ul> <p>In 2025, no products were subject to recalls for health or safety reasons.</p>

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>GRI 2: GENERAL DISCLOSURES (2021)</b>			
<b>Strategy, Policies and Practices</b>			
2-27	GDB7	• Anti-corruption	<b>Our Governance</b> - Governance Policies <b>2025 Performance Metrics</b> <b>Content Index</b> <a href="#">WML 2025 Annual Report</a> - Report of the Directors - Business Review - Compliance with Laws and Regulations - Corporate Governance Report - Risk Management and Internal Controls
2-28	--	Membership associations	<b>Content Index</b> • Association for Talent Development • Hong Kong Sustainable Seafood Coalition • International Congress and Convention Association • Macau Hotel Association • Macau Management Association • Pacific Asia Travel Association
<b>Stakeholder Engagement</b>			
2-29		Approach to stakeholder engagement	<b>Our Approach to Sustainability</b> - Materiality Assessment
2-30	--	Collective bargaining agreements	<b>Content Index</b> Our employees are not members of a labor union and we are not party to any collective bargaining or similar agreements with our employees.
<b>GRI 3: MATERIAL TOPICS (2021)</b>			
3-1	MD 15	Process to determine material topics	<b>Our Approach to Sustainability</b> - Materiality Assessment
3-2	MD 14 MD 15	List of material topics	
<b>GRI 101: BIODIVERSITY (2024)</b>			
3-3	--	Management of material topics	<b>Our Planet</b> - Environmental Stewardship <b>Content Index</b> Wynn is committed to protecting and enhancing biodiversity through conservation actions, stakeholder engagement, and environmentally responsible operations. Our ongoing efforts to manage biodiversity impacts include a range of operational and engagement measures for team members and guests, such as conservation initiatives, nature-awareness activities, and environmentally responsible practices across our properties.

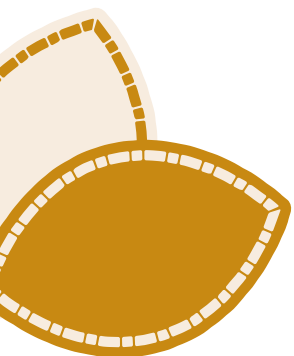


GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>MATERIAL TOPICS - GRI 200 SERIES (ECONOMIC TOPICS)</b>			
<b>GRI 201: Economic Performance (2016)</b>			
3-3	GD B8	Management of material topics (Policies on community engagement)	<p><b>Welcome to Wynn</b> - A Message from Linda Chen</p> <p><b>Our Community</b> <b>Content Index</b></p> <p>To ensure the effectiveness of our community outreach programs, we engage with local NGOs to gauge their needs on a regular basis.</p>
201-1	KPI B8.2	Direct economic value generated and distributed (Resources contributed to the focus area on community investment)	<p><b>Welcome to Wynn</b> - A Message from Linda Chen - 2025 Highlights</p> <p><b>Our Community</b> <b>2025 Performance Metrics</b> <b>Content Index</b></p> <p><a href="#">WML 2025 Annual Report</a> - Financial Statements</p>
201-2	CD 22(a)	Financial implications and other risks and opportunities due to climate change (Information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making)	<p><b>Our Planet</b> - Navigating Through Climate Change</p> <p><b>Our Governance</b> - Sustainability Governance</p> <p><b>Content Index</b></p> <p><a href="#">WML 2025 Annual Report</a> - Management Discussion and Analysis - Material Risk Factors</p>
201-3	--	Defined benefit plan obligations and other retirement plans	<p><b>Our People</b> - Cherishing Employee Health, Well-being and Benefits</p> <p><b>Content Index</b></p> <p><a href="#">WML 2025 Annual Report</a> - Report of the Directors - Remuneration Policy</p>
<b>GRI 203: Indirect Economic Impacts (2016)</b>			
3-3	GD B8	Management of material topics (Policies on community engagement)	<p><b>Welcome to Wynn</b> - Wynn Care</p> <p><b>Our Community</b></p>
203-2	KPI B8.1	Significant indirect economic impacts (Focus areas of contribution on community investment)	<p><b>Welcome to Wynn</b> - Wynn Care</p> <p><b>Our People</b> <b>Our Community</b> <b>Content Index</b></p> <p>Wynn actively engages in community programs and hosts a variety of initiatives to improve people's livelihoods and create positive indirect economic impacts in Macau. These efforts support economic diversification by promoting youth development and education, fostering collaboration between tourism and leisure sports and arts, and showcasing Macau's distinctive offerings to drive visitation and regional economic activity. Wynn also contributes to local employment resilience through initiatives such as recruitment events, youth internships and vocational training, which align with the Macau government's priority in diversifying Macau's economy and safeguarding local employment.</p>

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>MATERIAL TOPICS - GRI 200 SERIES (ECONOMIC TOPICS)</b>			
<b>GRI 204: Procurement Practices (2016)</b>			
3-3	GD B5 KPI B5.3	Management of material topics (Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored)	<b>Our Community</b> - Supporting Entrepreneurship and Innovation <b>Our Planet</b> - Greening Our Company and Community
--	KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	<b>Our Governance</b> - Sustainability Governance <b>Content Index</b> <a href="#">WML Supplier Code of Conduct</a> <a href="#">WML Supplier Environmental Standards</a> <a href="#">WML Sustainable Procurement Policy</a>
204-1	GDB5	Proportion of spending on local suppliers	<b>Welcome to Wynn</b> - 2025 Highlights <b>Our Community</b> - Community Highlights - Supporting Entrepreneurship and Innovation <b>2025 Performance Metrics</b> <b>Content Index</b> <a href="#">WML 2025 Annual Report</a> - Report of the Directors - Major Clients and Suppliers
<b>GRI 205: Anti-corruption (2016)</b>			
3-3	GDB7	Management of material topics	<b>Our Governance</b> - Governance Policies <b>Content Index</b> <a href="#">WML Sustainability Principles</a> <a href="#">WML Sustainability Policy</a>
205-2	KPI B7.3	Communication and training about anti-corruption policies and procedures (Description of anti-corruption training provided to directors and staff)	<b>Our People</b> - Education and Development <b>Our Governance</b> - Governance Policies <b>2025 Performance Metrics</b> <b>Content Index</b> We are committed to operating in accordance with the highest ethical standards. Our commitment to conducting business ethically starts with our Board, who oversee and promote compliance with our Code of Business Conduct and Ethics and our Anti-Corruption Policy. Our Anti-Corruption Policy, which applies to Wynn and all our affiliates ensures our business practices fully comply with applicable anti-corruption laws. All our employees must immediately report actual or potential violations of our policy or anti-corruption laws, whether by Wynn employees or third parties, to our Compliance Officer or General Counsel. The Compliance Officer and General Counsel are responsible for the Company's compliance with the Anti-Corruption Policy. All employees and senior management receive anti-corruption communication updates and training. As part of our commitment to ethics, we require all senior leadership, Board members, and executives to receive annual training on our anti-corruption policies. Additionally, all employees are required to acknowledge understanding of the Company's Code of Business Conduct and Ethics annually.

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>MATERIAL TOPICS - GRI 200 SERIES (ECONOMIC TOPICS)</b>			
<b>GRI 205: Anti-corruption (2016)</b>			
205-3	GD B7 KPI B7.1	Confirmed incidents of corruption and actions taken (Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases)	<p><b>Our Governance</b></p> <ul style="list-style-type: none"> <li>- Governance Policies</li> </ul> <p><b>Content Index</b></p> <p><a href="#">WML 2025 Annual Report</a></p> <ul style="list-style-type: none"> <li>- Financial Statements</li> <li>- Notes to Financial Statements</li> <li>- 27. Commitments and Contingencies</li> </ul> <p>There were no incidents of corruption nor any identified legal cases regarding corrupt practices in 2025. We have not identified any non-compliance with laws and/or regulations.</p>
--	KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	<p><b>Our Governance</b></p> <ul style="list-style-type: none"> <li>- Governance Policies</li> </ul>
<b>GRI 206: Anti-competitive Behavior (2016)</b>			
206-1	--	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<p><b>Content Index</b></p> <p><a href="#">WML 2025 Annual Report</a></p> <ul style="list-style-type: none"> <li>- Financial Statements</li> <li>- Notes to Financial Statements</li> <li>- 27. Commitments and Contingencies</li> </ul>
<b>MATERIAL TOPICS - GRI 300 SERIES (ENVIRONMENTAL TOPICS)</b>			
<b>GRI 301: Materials (2016)</b>			
3-3	GD A2 GD A3	Management of material topics	<p><b>Our Planet</b></p> <ul style="list-style-type: none"> <li>- Environmental Highlights</li> <li>- Environmental Stewardship</li> <li>- Greening Our Company and Community</li> </ul> <p><b>Our Governance</b></p> <ul style="list-style-type: none"> <li>- Sustainability Governance</li> </ul> <p><b>Content Index</b></p> <p>Our local and global environmental policies, in conjunction with Goldleaf—our environmental sustainability program and our four main environmental management objectives, provide guidance for the efficient use of our natural resources.</p>
301-1	KPI A2.5	Materials used by weight or volume (Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced)	<p><b>Content Index</b></p> <p>Wynn is primarily engaged in the provision of hospitality and gaming services. Packaging materials are not considered a material ESG topic, and are not disclosed for 2025. Packaging related to the procurement of goods is handled as part of our plastic reduction plan and waste management system.</p>
<b>GRI 302: Energy (2016)</b>			
3-3	GD A2 GD A3	Management of material topics	<p><b>Welcome to Wynn</b></p> <ul style="list-style-type: none"> <li>- A Message from Linda Chen</li> <li>- Goldleaf Sustainability Program</li> <li>- Wynn Sustainability Goals</li> </ul> <p><b>Our Planet</b></p> <ul style="list-style-type: none"> <li>- Sustainability Message</li> <li>- Environmental Highlights</li> <li>- Environmental Stewardship</li> <li>- Navigating Through Climate Change</li> </ul> <p><b>Our Governance</b></p> <ul style="list-style-type: none"> <li>- Sustainability Governance</li> </ul> <p><b>Content Index</b></p> <p><a href="#">WML Sustainability Policy</a></p> <p>Our local and global environmental policies, in conjunction with Goldleaf—our environmental sustainability program and our four main environmental management objectives, provide guidance for the efficient use of our natural resources.</p>

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>MATERIAL TOPICS - GRI 300 SERIES (ENVIRONMENTAL TOPICS)</b>			
<b>GRI 302: Energy (2016)</b>			
302-1	KPI A2.1	Energy consumption within the organization	<p><b>Our Planet</b></p> <ul style="list-style-type: none"> <li>- Environmental Highlights</li> <li>- Environmental Stewardship</li> </ul> <p><b>2025 Performance Metrics</b></p>
302-3	KPI A2.1	Energy intensity	<p><b>2025 Performance Metrics</b></p> <p><b>Content Index</b></p> <p>Energy usage intensity is comprehensive of resort operations including gaming, convention, hotel, retail, and F&amp;B operations. The intensities are calculated based on resort footprint in square meters which remains mostly constant. Thus, not all variables (such as visitation, F&amp;B covers, total employees) that may increase or decrease energy usage are considered in the equation.</p>
302-4	KPI A2.3	Reduction of energy consumption (Description of energy use efficiency target(s) set and steps taken to achieve them)	<p><b>Welcome to Wynn</b></p> <ul style="list-style-type: none"> <li>- Wynn Sustainability Goals</li> </ul> <p><b>Our Planet</b></p> <ul style="list-style-type: none"> <li>- Environmental Highlights</li> <li>- Environmental Stewardship</li> <li>- Navigating Through Climate Change</li> </ul> <p><b>Our Governance</b></p> <ul style="list-style-type: none"> <li>- Sustainability Governance</li> </ul> <p><b>Content Index</b></p> <p>To ensure we meet our decarbonization targets — including engaging with vendors for Scope 3 GHG emissions data collection and training in conjunction with our current short-, medium- and long-term targets to reduce GHG emissions — we use the EarthCheck system to continuously measure and monitor our environmental performance. This system tracks key environmental indicators and helps identify opportunities to reduce energy use across our operations.</p> <p>In 2025, we continued implementing energy-efficiency initiatives and enhance operational efficiency and set new energy targets to drive ongoing improvements in line with Wynn's broader climate strategy.</p>
<b>GRI 303: Water and effluents (2018)</b>			
3-3	GD A2 GD A3	Management of material topics	<p><b>Our Planet</b></p> <ul style="list-style-type: none"> <li>- Environmental Highlights</li> <li>- Environmental Stewardship</li> </ul> <p><b>Content Index</b></p> <p>Wynn is taking steps to monitor and reduce our water usage. Our programs include investing in smart technologies, monitoring water use on a functional basis, aligning best practices among our resorts, and investing in equipment to reduce our water use intensity. At all our resorts, we take steps to utilize technology that uses water more efficiently. Evaporation and runoff are also minimized through our drip irrigation systems.</p>



GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>MATERIAL TOPICS - GRI 300 SERIES (ENVIRONMENTAL TOPICS)</b>			
<b>GRI 303: Water and effluents (2018)</b>			
303-1 (a and c)	KPI A2.4 KPI A3.1	Interactions with water as a shared resource (Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them)	<p><b>Our Planet</b></p> <ul style="list-style-type: none"> <li>- Environmental Stewardship</li> </ul> <p><b>Content Index</b></p> <p>We continuously monitor our water use and rapidly identify any potential spikes and rectify them immediately. We target to keep our consumption below the level in 2019 (pre-pandemic level). In 2025, we achieved a decrease of 3.7% in water consumption compared to our pre-pandemic level as a result of enhanced measures implemented across our operations. Along with our sustainability goals, we are evaluating the development of long-term water reduction targets. This may include reducing and offsetting our water consumption through various strategies, such as potentially investing in smart technologies and equipment for water efficiency as well as potential water capture and regeneration programs in our local watershed region.</p>
303-3	KPI A2.4	Water withdrawal (Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them)	<p>At this time, all water consumption by Wynn is withdrawn from municipal water supplies provided by the Macau water supply authorities. To our knowledge, there is no issue in sourcing water that is fit for purpose in Macau.</p> <p>We assess water risk using the World Resources Institute Water Stress Map.</p> <p>Water Risk Assessment 2025: Macau: Low (&lt;10%)</p> <p>Source: <a href="#">World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas</a></p>
303-4	GD A1	Water discharge	<p><b>Our Planet</b></p> <ul style="list-style-type: none"> <li>- Environmental Stewardship</li> </ul> <p><b>Content Index</b></p> <p>Nearly all of Macau's water comes from the West River's Modaomen Channel in Zhuhai City, mainland China.</p> <p>All wastewater is discharged to local municipal treatment systems in compliance with applicable legal requirements.</p>
303-5	KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility)	<p><b>Our Planet</b></p> <ul style="list-style-type: none"> <li>- Environmental Highlights</li> </ul> <p><b>2025 Performance Metrics</b></p> <p><b>Content Index</b></p> <p>Water usage is comprehensive of resort operations, including water use from F&amp;B operations and restrooms for mass visitation day guests. Water intensity is based on number of guest nights (hotel rooms occupied). Thus, not all variables (such as visitation, F&amp;B covers, total employees) that may increase or decrease water usage are considered in the equation.</p>
<b>GRI 305: Emissions (2016)</b>			
3-3	GD A1 GD A3	Management of material topics	<p><b>Welcome to Wynn</b></p> <ul style="list-style-type: none"> <li>- A Message from Linda Chen</li> <li>- 2025 Highlights</li> <li>- Wynn Sustainability Goals</li> </ul> <p><b>Our Planet</b></p> <ul style="list-style-type: none"> <li>- Sustainability Message</li> <li>- Environmental Highlights</li> <li>- Environmental Stewardship</li> <li>- Navigating Through Climate Change</li> </ul> <p><b>Our Governance</b></p> <ul style="list-style-type: none"> <li>- Sustainability Governance</li> </ul> <p><b>2025 Performance Metrics</b></p> <p><b>Content Index</b></p> <p>We have internal emissions monitoring and auditing systems that span across the organization. Results are reported monthly and audited annually. The Sustainability team meets regularly with representatives throughout the Company to communicate progress.</p> <p>To our knowledge, Wynn is not subject to any specific country, regional, or industry-level emissions regulations and policies.</p> <p>In 2025, there were no confirmed incidents of non-compliance or grievances in relation to environmental protection laws or regulations that have a significant impact on us.</p>

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>MATERIAL TOPICS - GRI 300 SERIES (ENVIRONMENTAL TOPICS)</b>			
<b>GRI 305: Emissions (2016)</b>			
305-1	KPI A1.1 KPI A1.5 CD 17(1) CD 28 CD 29	Direct (Scope 1) GHG emissions	<b>Welcome to Wynn</b> - A Message from Linda Chen - Wynn Sustainability Goals <b>Our Planet</b> - Sustainability Message - Environmental Highlights - Environmental Stewardship - Navigating Through Climate Change <b>Our Governance</b> - Sustainability Governance <b>2025 Performance Metrics</b>
305-2		Energy indirect (Scope 2) GHG emissions	
305-3		Other indirect (Scope 3) GHG emissions	
305-4		GHG emissions intensity	
305-5		Reduction of GHG emissions (Description of emission target(s) set and steps taken to achieve them)	
305-7		Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
<b>GRI 306: Waste (2020)</b>			
3-3	GD A1 GD A3	Management of material topics	<b>Welcome to Wynn</b> - 2025 Highlights <b>Our Planet</b> - Sustainability Message - Environmental Highlights - Environmental Stewardship - Greening Our Company and Community <b>Our Governance</b> - Sustainability Governance
306-2 (a)	KPI A3.1	Management of significant waste-related impacts (Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them)	<b>Our Planet</b> - Environmental Stewardship
306-3 (a)	KPI A1.3	Waste generated (Total hazardous and non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility))	<b>Welcome to Wynn</b> - 2025 Highlights <b>Our Planet</b> - Environmental Highlights - Environmental Stewardship <b>2025 Performance Metrics</b> <b>Content Index</b>
	KPI A1.4		Hazardous waste is not considered a material issue to Wynn as the nature of our business rarely generates such waste. Any hazardous waste we generate is disposed of according to local regulations.

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>MATERIAL TOPICS - GRI 300 SERIES (ENVIRONMENTAL TOPICS)</b>			
<b>GRI 306: Waste (2020)</b>			
306-4	KPI A1.6	Waste diverted from disposal (Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them)	<p><b>Welcome to Wynn</b> - 2025 Highlights</p> <p><b>Our Planet</b> - Environmental Highlights - Environmental Stewardship - Greening Our Company and Community</p> <p><b>2025 Performance Metrics</b></p> <p><b>Content Index</b></p> <p>All hazardous and non-hazardous wastes are handled by local contractors who are authorized and licensed to handle waste disposal and recycling according to local regulations.</p> <p>In addition to using the EarthCheck system to monitor key environmental indicators such as waste production, we utilize Winnow Vision to track and measure food waste, which represents a large portion of our total waste. We have various internal targets to reduce food waste, increase recycling, and minimize overall waste generation.</p> <p>To reduce plastic waste, we have implemented the onsite large-scale automated water filling system, Nordaq 2000 since 2019 and extended the offering of locally produced water in reusable glass bottles to our hotel rooms.</p> <p>To better understand our waste patterns and optimize our waste sorting and reduction initiatives, we have launched a continuous year-long waste audit which analyzes waste composition by department and location, enabling us to refine our waste sorting practices and implement effective waste reduction strategies based on data insights.</p>
306-5		Waste directed to disposal (Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them)	
<b>MATERIAL TOPICS - GRI 400 SERIES (SOCIAL TOPICS)</b>			
<b>GRI 401: Employment (2016)</b>			
3-3	GD B1	Management of material topics	<b>Our People</b>
401-1 (b)	KPI B1.2	Employee turnover rate by gender, age group and geographical region	<p><b>2025 Performance Metrics</b></p> <p><b>Content Index</b></p> <p>All employees from WML are located in Macau.</p>
401-2	--	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p><b>Our People</b> - Cherishing Employee Health, Well-being and Benefits</p>
401-3	--	Parental leave	

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>MATERIAL TOPICS - GRI 400 SERIES (SOCIAL TOPICS)</b>			
<b>GRI 403: Occupational Health &amp; Safety (2018)</b>			
3-3 403-1	GD B2 KPI B2.3	Management of material topics (Occupational health and safety management system. Description of occupational health and safety measures adopted, and how they are implemented and monitored)	<p><b>Our People</b></p> <ul style="list-style-type: none"> <li>- Cherishing Employee Health, Well-being and Benefits</li> <li>- Keeping Our Team and Guests Safe</li> </ul> <p><b>Content Index</b></p> <p>In 2025, there were no major incidents of non-compliance or grievances in relation to health and safety laws and regulations. There were no incidents of occupational disease in 2025.</p>
403-5	--	Worker training on occupational health and safety	<p><b>Our People</b></p> <ul style="list-style-type: none"> <li>- Keeping Our Team and Guests Safe</li> </ul>
403-9 403-10	KPI B2.1 KPI B2.2	Work-related injuries and work-related ill health (Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. Lost days due to work injury)	<p><b>2025 Performance Metrics</b></p> <p><b>Content Index</b></p> <p>During 2023 to 2025, there was no workplace fatality recorded. In 2025, our number of lost days due to work injury was 10,993 days.</p>
<b>GRI 404: Training and Education (2016)</b>			
3-3 404-2	GD B3	Management of material topics (Programs for upgrading employee skills and transition assistance. Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities)	<p><b>Our People</b></p> <ul style="list-style-type: none"> <li>- Workforce Highlights</li> <li>- Education and Development</li> <li>- Keeping Our Team and Guests Safe</li> </ul> <p><b>Our Governance</b></p> <ul style="list-style-type: none"> <li>- Sustainability Governance</li> <li>- Governance Policies</li> </ul> <p><b>2025 Performance Metrics</b></p> <p><b>Content Index</b></p> <p>We have internal policies on training, development, and advancement which all guide our approach to employee training and education.</p>
--	KPI B3.1	The percentage of employees trained by gender and employee category	
404-1	KPI B3.2	The average training hours completed per employee by gender and employee category	
<b>GRI 405: Diversity and Equal Opportunity (2016)</b>			
3-3	GD B1	Management of material topics	<p><b>Our People</b></p> <ul style="list-style-type: none"> <li>- Cherishing Employee Health, Well-being and Benefits</li> </ul>
405-1 (b)	KPI B1.1	Diversity of governance bodies and employees (Total workforce by gender, employment type, age group and geographical region)	<p><b>Our People</b></p> <p><b>Our Governance</b></p> <ul style="list-style-type: none"> <li>- Board Composition and Diversity</li> </ul> <p><b>2025 Performance Metrics</b></p> <p><b>Content Index</b></p> <p><a href="#">WML 2025 Annual Report</a></p> <ul style="list-style-type: none"> <li>- Corporate Governance Report</li> <li>- Board Diversity Policy</li> </ul> <p>All employees from WML are located in Macau.</p>
<b>GRI 406: Non-Discrimination (2016)</b>			
3-3	GD B1	Management of material topics	<p><b>Our People</b></p> <ul style="list-style-type: none"> <li>- Workforce Message</li> <li>- Education and Development</li> <li>- Cherishing Employee Health, Well-being and Benefits</li> </ul> <p><b>Our Governance</b></p> <ul style="list-style-type: none"> <li>- Governance Policies</li> </ul> <p><b>Content Index</b></p> <p><a href="#">WML Sustainability Principles</a></p> <p><a href="#">WML Sustainability Policy</a></p> <p>Wynn has a policy and annual training covering non-discrimination. Human Resources has the overall responsibility for maintaining effective enforcement of non-discrimination and harassment policies.</p>
406-1	--	Incidents of discrimination and corrective actions taken	<p><b>Content Index</b></p> <p>No incidents of discrimination were reported in 2025.</p>

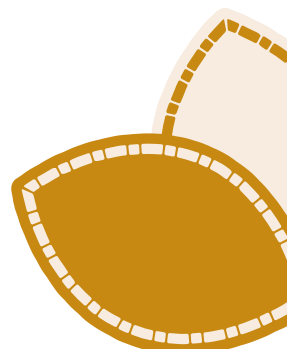
GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>MATERIAL TOPICS - GRI 400 SERIES (SOCIAL TOPICS)</b>			
<b>GRI 408: Child Labor and GRI 409: Forced or Compulsory Labor (2016)</b>			
3-3	GD B4	Management of material topics	<p><b>Our Governance</b> - Governance Policies</p> <p><b>Content Index</b> Our <a href="#">WML Sustainability Principles</a>, <a href="#">WML Sustainability Policy</a>, Code of Business Conduct and Ethics, and adherence to local labor laws guide our approach to managing these topics.</p> <p>There were no incidents of child or forced labor in 2025.</p>
408-1 (c) 409-1 (b)	KPI B4.1 KPI B4.2	Operations and suppliers at significant risk for incidents of child labor and forced or compulsory labor (Description of measures to review employment practices to avoid child and forced labor. Description of steps taken to eliminate such practices when discovered.)	<p><b>Our People</b> - Cherishing Employee Health, Well-being and Benefits</p> <p><b>Our Governance</b> - Governance Policies</p> <p><b>Content Index</b> <a href="#">WML Sustainability Principles</a> <a href="#">WML Sustainability Policy</a></p> <p>Our onboarding policies, practices, and procedures prevent child or forced labor in our operations. The age and identity of our employees are verified and employment contracts are entered into with each of our employees.</p>
<b>GRI 416: Customer Health and Safety and GRI 418: Customer Privacy (2016)</b>			
3-3 416-2	GD B6 KPI B6.5	Management of material topics (Incidents of non-compliance concerning the health and safety impacts of products and services. Description of consumer data protection and privacy policies, and how they are implemented and monitored)	<p><b>Our Approach to Sustainability</b></p> <p><b>Our People</b> - Keeping Our Team and Guests Safe</p> <p><b>Our Governance</b></p> <p><b>Content Index</b> In 2025, there were no reported incidents of non-compliance concerning or grievances confirmed concerning: - the health and safety impacts of products and services - product and service information and labeling - breaches of customer privacy and customer data</p> <p>No products were subject to recalls for health or safety reasons in 2025.</p>
--	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	<p><b>Content Index</b> Not material because we are primarily engaged in the provision of hospitality and gaming services.</p> <p>No products were subject to recall for health and safety reasons in 2025.</p>
418-1	KPI B6.2	Substantiated complaints concerning breaches of customer privacy and losses of customer data (Number of products and service related complaints received and how they are dealt with)	<p><b>Content Index</b> In 2025, there were no reported incidents of non-compliance or grievances confirmed concerning breaches of customer privacy and customer data.</p> <p>We take any product or service related complaints seriously. We have procedures to record and investigate the facts surrounding a complaint and will make changes to our offerings or provide solutions as appropriate.</p>
--	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	<p><b>Content Index</b> Our Legal department monitors our commitment and compliance to intellectual property rights protection.</p>
--	KPI B6.4	Description of quality assurance process and recall procedures	<p><b>Content Index</b> Our quality assurance process is a considered approach mandated across our service platforms.</p>

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>CLIMATE-RELATED DISCLOSURES</b>			
<b>Governance</b>			
--	CD 19(a) (i) – (iv)	<p>An issuer shall disclose information about:</p> <p>(a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:</p> <p>(i) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;</p> <p>(ii) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;</p> <p>(iii) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;</p> <p>(iv) how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 37 to 40), including whether and how related performance metrics are included in remuneration policies (see paragraph 35); and</p>	<p><b>Our Approach to Sustainability</b></p> <p><b>Our Planet</b> - Navigating Through Climate Change</p> <p><b>Our Governance</b> - Sustainability Governance</p> <p><b>Content Index</b></p> <p>Climate-related considerations are not factored in remuneration policies.</p>
--	CD 19(b) (i) – (ii)	<p>(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:</p> <p>(i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and</p> <p>(ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.</p>	



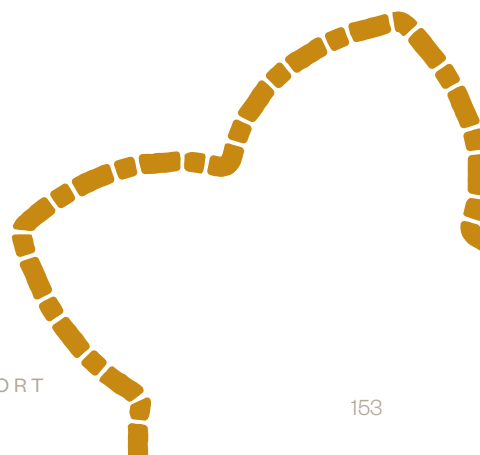
GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>CLIMATE-RELATED DISCLOSURES</b>			
<b>Strategy</b>			
--	CD 20(a) - (d)	<p>An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall:</p> <p>(a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term;</p> <p>(b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk;</p> <p>(c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and</p> <p>(d) explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.</p>	<p><b>Our Planet</b> - Navigating Through Climate Change</p> <p><b>Our Governance</b> - Sustainability Governance</p>
--	CD 21(a) - (b)	<p>An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose:</p> <p>(a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and</p> <p>(b) a description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).</p>	<p><b>Our Planet</b> - Environmental Stewardship - Navigating Through Climate Change</p>
--	CD 22(a) - (b)	<p>An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:</p> <p>(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about:</p> <p>(i) current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities;</p> <p>(ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect);</p> <p>(iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan; and</p> <p>(iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 37 to 40; and</p> <p>(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a).</p>	<p><b>Our Planet</b> - Navigating Through Climate Change</p>

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>CLIMATE-RELATED DISCLOSURES</b>			
<b>Strategy</b>			
--	CD 23	An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).	<b>Our Planet</b> - Environmental Stewardship - Navigating Through Climate Change
--	CD 24(a) – (b)	An issuer shall disclose qualitative and quantitative information about: (a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and (b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	<b>Our Planet</b> - Navigating Through Climate Change <b>Content Index</b> We are beginning to assess the financial implications of our identified climate-related risks and opportunities, with disclosures to follow in the future.
--	CD 25(a) – (b)	The issuer shall provide qualitative and quantitative disclosures about: (a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration: (i) its investment and disposal plans; and (ii) its planned sources of funding to implement its strategy; and (b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.	<b>Our Planet</b> - Navigating Through Climate Change <b>Content Index</b> Refer to remarks in paragraph 24.



GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>CLIMATE-RELATED DISCLOSURES</b>			
<b>Strategy</b>			
--	CD 26 (a) - (b)	<p>An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:</p> <p>(a) the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of:</p> <ul style="list-style-type: none"> <li>(i) the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis;</li> <li>(ii) the significant areas of uncertainty considered in the issuer's assessment of its climate resilience; and</li> <li>(iii) the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term;</li> </ul> <p>(b) how and when the climate-related scenario analysis was carried out, including:</p> <ul style="list-style-type: none"> <li>(i) information about the inputs used, including: <ul style="list-style-type: none"> <li>(1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios;</li> <li>(2) whether the analysis included a diverse range of climate-related scenarios;</li> <li>(3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks;</li> <li>(4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change;</li> <li>(5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties;</li> <li>(6) time horizons the issuer used in the analysis; and</li> <li>(7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis);</li> </ul> </li> <li>(ii) the key assumptions the issuer made in the analysis; and</li> <li>(iii) the reporting period in which the climate-related scenario analysis was carried out.</li> </ul>	<p><b>Our Planet</b> - Navigating Through Climate Change</p> <p><b>Content Index</b></p> <p>Starting from the <a href="#">WML 2023 Sustainability Report</a>, we have started disclosing our climate related study outcomes, including scenario analysis. There has been no material change of our business model since then. Please refer to the <a href="#">Our Planet</a> section for current year's relevant disclosure.</p>

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>CLIMATE-RELATED DISCLOSURES</b>			
<b>Risk Management</b>			
--	CD 27(a) – (c)	<p>An issuer shall disclose information about:</p> <p>(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about:</p> <ul style="list-style-type: none"> <li>(i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes);</li> <li>(ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks;</li> <li>(iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria);</li> <li>(iv) whether and how the issuer prioritises climate-related risks relative to other types of risks;</li> <li>(v) how the issuer monitors climate-related risks; and</li> <li>(vi) whether and how the issuer has changed the processes it uses compared with the previous reporting period;</li> </ul> <p>(b) the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and</p> <p>(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.</p>	<p><b>Our Planet</b> - Navigating Through Climate Change</p> <p><b>Our Governance</b> - Sustainability Governance</p> <p><b>Content Index</b></p> <p>Starting from the <a href="#">WML 2023 Sustainability Report</a>, we have started disclosing our climate related study outcomes, including scenario analysis. There has been no material change of our business model since then. Please refer to the <a href="#">Our Planet</a> section for current year's relevant disclosure.</p>
<b>Metrics and Targets</b>			
--	CD 28(a) – (c)	<p>An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO<sub>2</sub> equivalent, classified as:</p> <ul style="list-style-type: none"> <li>(a) Scope 1 greenhouse gas emissions;</li> <li>(b) Scope 2 greenhouse gas emissions; and</li> <li>(c) Scope 3 greenhouse gas emissions.</li> </ul>	<p><b>Our Planet</b> - Environmental Stewardship</p> <p><b>2025 Performance Metrics</b></p> <p><b>Content Index</b></p> <p>Going forward, we will continue to enhance the data accuracy and completeness of our Scope 3 emissions coverage with the aim of better understanding our value chain emissions.</p>



GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>CLIMATE-RELATED DISCLOSURES</b>			
<b>Metrics and Targets</b>			
--	CD 29(a) - (d)	<p>An issuer shall:</p> <p>(a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;</p> <p>(b) disclose the approach it uses to measure its greenhouse gas emissions including:</p> <p>(i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;</p> <p>(ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and</p> <p>(iii) any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;</p> <p>(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and</p> <p>(d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).</p>	<p><b>Our Planet</b> - Environmental Stewardship</p> <p><b>2025 Performance Metrics</b></p> <p><b>Content Index</b></p> <p>The operational control approach is used when measuring our greenhouse gas emissions. Our Scope 2 emissions are reported using location-based method.</p>
--	CD 30	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	
--	CD 31	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	<p><b>Our Planet</b> - Navigating Through Climate Change</p> <p><b>Content Index</b></p> <p>Our climate scenario study covered both Wynn Macau and Wynn Palace, representing our full portfolio.</p>
--	CD 32	An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	
--	CD 33	An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	<p><b>Our Planet</b> - Navigating Through Climate Change</p>

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>CLIMATE-RELATED DISCLOSURES</b>			
<b>Metrics and Targets</b>			
--	CD 34(a) - (b)	<p>An issuer shall disclose:</p> <p>(a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and</p> <p>(b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions;</p> <p>or an appropriate negative statement that the issuer does not apply a carbon price in decision-making.</p>	<p><b>Content Index</b></p> <p>At the moment, we have not adopted an internal carbon pricing mechanism.</p>
--	CD 35	<p>An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).</p>	<p><b>Content Index</b></p> <p>Climate-related considerations are not factored in remuneration policies.</p>
--	CD 36	<p>An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.</p>	<p><b>Welcome to Wynn</b></p> <p>- Wynn Sustainability Goals</p> <p><b>2025 Performance Metrics</b></p>
--	CD 37(a) - (h)	<p>An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:</p> <p>(a) the metric used to set the target;</p> <p>(b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);</p> <p>(c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region);</p> <p>(d) the period over which the target applies;</p> <p>(e) the base period from which progress is measured;</p> <p>(f) milestones or interim targets (if any);</p> <p>(g) if the target is quantitative, whether the target is an absolute target or an intensity target; and</p> <p>(h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.</p>	<p><b>Welcome to Wynn</b></p> <p>- Wynn Sustainability Goals</p> <p><b>Our Planet</b></p> <p>- Navigating Through Climate Change</p>

GRI STANDARD DISCLOSURE	HKEX ESG REPORTING CODE REFERENCE	DISCLOSURE	REPORTING LOCATION AND REMARKS
<b>CLIMATE-RELATED DISCLOSURES</b>			
<b>Metrics and Targets</b>			
--	CD 38(a) - (d)	<p>An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:</p> <p>(a) whether the target and the methodology for setting the target has been validated by a third party;</p> <p>(b) the issuer's processes for reviewing the target;</p> <p>(c) the metrics used to monitor progress towards reaching the target; and</p> <p>(d) any revisions to the target and an explanation for those revisions.</p>	<p><b>Welcome to Wynn</b> - Wynn Sustainability Goals</p> <p><b>Our Planet</b> - Navigating Through Climate Change</p> <p><b>Our Governance</b> - Sustainability Governance</p> <p><b>Content Index</b></p> <p>Our targets are developed aligned to our corporate strategy and operational needs. We continue to monitor evolving standards to ensure transparency and alignment with global best practices.</p>
--	CD 39	<p>An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.</p>	<p><b>Welcome to Wynn</b> - Wynn Sustainability Goals</p> <p><b>Our Approach to Sustainability</b> - Materiality Assessment</p> <p><b>Our Planet</b> - Navigating Through Climate Change</p>
--	CD 40(a) - (e)	<p>For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose:</p> <p>(a) which greenhouse gases are covered by the target;</p> <p>(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;</p> <p>(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;</p> <p>(d) whether the target was derived using a sectoral decarbonization approach; and</p> <p>(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:</p> <p>(i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;</p> <p>(ii) which third-party scheme(s) will verify or certify the carbon credits;</p> <p>(iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and</p> <p>(iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset).</p>	<p><b>Welcome to Wynn</b> - Wynn Sustainability Goals</p> <p><b>Our Planet</b> - Environmental Stewardship</p> <p><b>2025 Performance Metrics</b></p> <p><b>Content Index</b></p> <p>Refer to remarks in paragraph 38.</p> <p>We currently do not use carbon credits to achieve Wynn's greenhouse gas emission targets.</p>
--	CD 41	<p>In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).</p>	<p><b>2025 Performance Metrics</b></p> <p><b>Content Index</b></p>

# SASB INDEX

Our disclosure relates to the three SASB industry standards within our sector that we consider most relevant to our business: casinos and gaming, hotels and lodging, and restaurants. We do not currently disclose all metrics included in these standards and we anticipate enhancing our SASB reporting over time. In addition, given the scope, nature, and geographical presence of our business we have sought to disclose against those SASB metrics that we consider most relevant to provide insight and transparency and left out metrics not deemed applicable to our overall business model.

CODE	TOPIC	ACCOUNTING METRIC	DISCLOSURE STATEMENT
SV-CA-130a.1 SV-HL-130a.1 FB-RN-130a.1	Energy Management	Total energy consumed	WML Electricity Consumption
		Percentage grid electricity	100% of our electricity was purchased from CEM.
		Percentage renewable	0% of our electricity was from renewable sources. A portion of our grid electricity purchased from CEM comprises of a mix of renewable energy.
SV-HL-140a.1 FB-RN-140a.1	Water Management	Total water consumed	WML Water Consumption (Thousand cubic meters)
		Percentage in regions with high or extremely high baseline water stress	We assess water risk using the World Resources Institute Water Stress Map. Water Risk Assessment 2025: Macau: Low (<10%) Source: <a href="#">World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas</a>
SV-HL-450a.1	Climate Change Adaptation	Number of lodging facilities located in 100-year flood zones	Using the FM Global Flood Risk analysis for Macau Peninsula and Cotai, it is determined that both Wynn Macau and Wynn Palace are not located in the 100-year flood zones, therefore the risk for Wynn Macau and Wynn Palace is deemed to be minimal.  Source: <a href="#">FM Global Flood Risk</a>
SV-HL-160a.1	Ecological Impacts	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	No Wynn properties were in the following protected sites in 2025: <ul style="list-style-type: none"> <li>• <a href="#">UNESCO Biospheres</a></li> <li>• <a href="#">Natura 2000 areas</a></li> <li>• <a href="#">Ramsar sites</a></li> </ul> According to Protected Planet's <a href="#">World Database of Protected Areas</a> (WDPA) in 2025: <ul style="list-style-type: none"> <li>• Wynn Macau: Not located on protected land.</li> <li>• Wynn Palace: Not located on protected land.</li> </ul>
SV-HL-160a.2		Description of environmental management policies and practices to preserve ecosystem services	Our Company takes pride in building welcoming, vibrant, and healthy environments for our guests and employees. We maintain our five-star resorts by applying attention to detail in all we do, including managing the environmental elements of our operations.  We have committed to EarthCheck environmental management standards to help preserve ecosystem services.  More details are provided in the <a href="#">Our Planet</a> section.
FB-RN-430a.2	Supply Chain Management & Food Sourcing	Percentage of eggs that originated from a cage-free environment	<b>Our Governance</b> - Sustainability Governance
FB-RN-430a.3		Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	

CODE	TOPIC	ACCOUNTING METRIC	DISCLOSURE STATEMENT												
SV-HL-310a.1 FB-RN-310a.1	Labor Practices	Voluntary turnover rate for all employees	WML Turnover Rates <table border="1"> <thead> <tr> <th>YEAR</th> <th>2025</th> <th>2024</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Voluntary Turnover Rate</td> <td>6.8%</td> <td>6.9%</td> <td>12.2%</td> </tr> <tr> <td>Involuntary Turnover Rate</td> <td>1.9%</td> <td>0.9%</td> <td>0.9%</td> </tr> </tbody> </table>	YEAR	2025	2024	2023	Voluntary Turnover Rate	6.8%	6.9%	12.2%	Involuntary Turnover Rate	1.9%	0.9%	0.9%
		YEAR	2025	2024	2023										
Voluntary Turnover Rate		6.8%	6.9%	12.2%											
Involuntary Turnover Rate		1.9%	0.9%	0.9%											
Involuntary turnover rate for all employees	More details are provided in the <a href="#">2025 Performance Metrics</a> section.														
Average hourly wage	Average Hourly Wage of Non-Managers <table border="1"> <thead> <tr> <th>YEAR</th> <th>2025</th> <th>2024</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>HK\$</td> <td>102</td> <td>100</td> <td>98</td> </tr> </tbody> </table>	YEAR	2025	2024	2023	HK\$	102	100	98						
YEAR	2025	2024	2023												
HK\$	102	100	98												
Percentage of all employees earning minimum wage	100% of our employees earned above minimum wage in 2025.														
SV-HL-310a.4		Description of policies and programs to prevent worker harassment	<b>Our Governance</b> - Governance Policies <a href="#">WML Sustainability Principles</a> <a href="#">WML Sustainability Policy</a>												
SV-CA-260a.1	Responsible Gaming	Percentage of gaming facilities that implement the Responsible Gambling Standards and Criteria for Venues	100% of WML properties adhere to responsible gaming programs. We pledge to make responsible gaming an integral part of our daily operations. More details on our responsible gaming programs are provided in the <a href="#">Our Governance</a> section.												
SV-CA-260a.2		Percentage of online gaming operations that implement the Responsible Gambling Council (RGC) Standards and Criteria for iGaming	There were no online gaming operations in Macau in 2025.												
SV-CA-320a.1	Smoke-free Casinos	Percentage of gaming floor where smoking is allowed	0% of gaming floor where smoking is allowed.												
SV-CA-320a.2		Percentage of gaming staff who work in areas where smoking is allowed	0% of gaming staff works in areas where smoking is permitted.												
SV-CA-510a.1	Internal Controls on Money Laundering	Description of anti-money laundering policies and practices	<b>Our Governance</b> - Governance Policies <a href="#">WML Sustainability Principles</a> <a href="#">WML Sustainability Policy</a>												

CODE	ACTIVITY METRIC	DISCLOSURE STATEMENT								
FB-RN-000.A	Number of company-owned restaurants	Food and Beverage Outlets <table border="1"> <thead> <tr> <th>YEAR</th> <th>2025</th> <th>2024</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>23 and a food hall*</td> <td>26</td> <td>28</td> </tr> </tbody> </table> * Food hall includes a variety of stand-alone restaurants and other food offerings in Wynn Palace.	YEAR	2025	2024	2023	Number	23 and a food hall*	26	28
YEAR	2025	2024	2023							
Number	23 and a food hall*	26	28							
FB-RN-000.B	Number of employees at company-owned locations	Total Employees <table border="1"> <thead> <tr> <th>YEAR</th> <th>2025</th> <th>2024</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>11,620</td> <td>11,419</td> <td>11,484</td> </tr> </tbody> </table> More details are provided in the <a href="#">2025 Performance Metrics</a> section.	YEAR	2025	2024	2023	Number	11,620	11,419	11,484
YEAR	2025	2024	2023							
Number	11,620	11,419	11,484							
SV-HL-000.A	Number of available room-nights	<table border="1"> <thead> <tr> <th>YEAR</th> <th>2025</th> <th>2024</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>970,062</td> <td>964,728</td> <td>958,192</td> </tr> </tbody> </table>	YEAR	2025	2024	2023	Number	970,062	964,728	958,192
YEAR	2025	2024	2023							
Number	970,062	964,728	958,192							
SV-HL-000.B	Average occupancy rate	<table border="1"> <thead> <tr> <th>YEAR</th> <th>2025</th> <th>2024</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Percentage</td> <td>98.8%</td> <td>98.9%</td> <td>95.5%</td> </tr> </tbody> </table>	YEAR	2025	2024	2023	Percentage	98.8%	98.9%	95.5%
YEAR	2025	2024	2023							
Percentage	98.8%	98.9%	95.5%							
SV-HL-000.D	Number of lodging facilities and the percentage that are: • managed • owned and leased • franchised	Both Wynn Macau and Wynn Palace are 100% managed by WML.								
SV-CA-000.A	Number of tables	Average Number of Gaming Tables <table border="1"> <thead> <tr> <th>YEAR</th> <th>2025</th> <th>2024</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>553</td> <td>554</td> <td>555</td> </tr> </tbody> </table>	YEAR	2025	2024	2023	Number	553	554	555
YEAR	2025	2024	2023							
Number	553	554	555							
SV-CA-000.B	Number of slots	Average Number of Slots <table border="1"> <thead> <tr> <th>YEAR</th> <th>2025</th> <th>2024</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>1,464</td> <td>1,218</td> <td>1,111</td> </tr> </tbody> </table>	YEAR	2025	2024	2023	Number	1,464	1,218	1,111
YEAR	2025	2024	2023							
Number	1,464	1,218	1,111							



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