Wynn Macau, Limited
永利澳門有限公司*
(incorporated in the Cayman Islands with limited liability)
(Stock Code: 1128 and Debt Stock Codes: 5280, 40102, 40357, 5754, 5877)

GRANT OF AWARDS

Reference is made to the employee ownership scheme (the "**Employee Ownership Scheme**") adopted by Wynn Macau, Limited (the "**Company**", together with its subsidiaries, the "**Group**") on 25 May 2023, as amended from time to time.

The board (the "**Board**") of directors (the "**Directors**") of the Company hereby announces that on 3 September 2026, the Company granted awards (the "**Awards**") under the Employee Ownership Scheme to certain employees of the Group (including two executive Directors) (the "**Employee Participants**"), certain related entity participants of the Group (the "**Related Entity Participants**") and one service provider of the Group (the "**Service Provider**", collectively with the foregoing Employee Participants and Related Entity Participants, the "**Selected Participants**") to subscribe for an aggregate of 35,975,508 ordinary shares of HK$0.001 each in the share capital of the Company (the "**Shares**"), representing approximately 0.68% of the issued share capital of the Company as at the date of this announcement, subject to acceptance by the Selected Participants.

Details of the Awards granted are as follows:

Date of the grant	:	3 September 2026 (the "**Date of Grant**")
Selected Participants	:	(i) Two executive Directors, namely Mr. Frederic Jean-Luc Luvisutto and Ms. Linda Chen, and 11,038 other Employee Participants, (ii) 16 Related Entity Participants, and (iii) 1 Service Provider
Number of Awards granted	:	An aggregate of 35,975,508 Shares, among which, 2,740 Shares were granted to Mr. Frederic Jean-Luc Luvisutto, 8,562 Shares were granted to Ms. Linda Chen, 35,692,617 Shares were granted to 11,038 other Employee Participants, 266,794 Shares were granted to 16 Related Entity Participants, and 4,795 Shares were granted to 1 Service Provider
Purchase price of the Awards granted	:	Nil
Closing price per Share on the Date of Grant	:	HK$5.67

* *For identification purposes only*

Vesting period	:	The Awards granted to one Employee Participant shall be vested as follows: • The majority of the Awards shall be vested 1/3 on each of 30 June 2027, 2028 and 2029 upon achieving the performance targets of the Company. • The remaining Awards shall be vested on 6 September 2027. The Awards granted to one Employee Participant shall be vested 1/4 on each of 28 June 2027, 2028, 2029 and 2030. The Awards granted to one Employee Participant shall be vested 50% on each of 23 August 2028 and 23 August 2029. The Awards granted to one Employee Participant shall be vested 1/3 on each of 24 August 2028, 2029 and 2030. The Awards granted to one Related Entity Participant shall be vested as follows: • The majority of the Awards shall be vested 1/4 on each of 3 September 2027, 20 June 2028, 20 June 2029 and 20 June 2030. • The remaining Awards shall be vested on 6 September 2027. The Awards granted to 9,585 Employee Participants (including one executive Director), 15 Related Entity Participants and 1 Service Provider shall be vested on 6 September 2027. The Awards granted to 1,451 Employee Participants (including the other executive Director) shall be vested 50% on each of 6 September 2026 and 6 September 2027. If the vesting date pursuant to the vesting schedules above is not a business day, the vesting date shall be the business day immediately thereafter. Pursuant to the Employee Ownership Scheme, the vesting period for any Award granted shall not be less than 12 months from the date of grant of such Award, unless a shorter vesting period applies under specific circumstances as set out in the Employee Ownership Scheme. The Employee Ownership Scheme provides that the Board may determine a shorter vesting period on the Awards granted to employee participants where, among others, the grants are made with a mixed or accelerated vesting schedule such that the Awards may vest evenly over a period of 12 months.

While the first vesting of the grants to 1,453 Employee Participants (including one executive Director) is shorter than 12 months as determined by the Board, the mixed vesting schedule falls within the specific circumstance described above. Some of the grants are commercially competitive and appropriate as a majority of the Awards are subject to a longer vesting period, ensuring alignment of the long-term interests of the grantees with those of the Company. The other grants are made to Employee Participants (including one executive Director) with no less than 20 years of service, taking into consideration (i) the one-off nature of the grant in connection with the Group's 20th anniversary of operations in Macau and such Employee Participants' dedicated service of over 20 years to the Group, (ii) the immediate recognition to such Employee Participants for their long-standing contributions to the Group through the vesting of 50% of the Awards on 6 September 2026, and (iii) the continued alignment of the long-term interests of such Employee Participants with those of the Group by vesting the remaining 50% of the Awards on 6 September 2027. The Board has determined, upon the recommendation of the remuneration committee of the Company, that the mixed vesting schedule is appropriate, reasonable and consistent with the purposes and terms of the Employee Ownership Scheme.

Performance targets : Certain Awards granted to one Selected Participant are subject to the achievement of performance targets relating to the operating and financial performance of the Group, which will be assessed based on the pre-established financial goals of the Company.

The remuneration committee of the Company will assess whether the performance targets are satisfied before the vesting of the Awards.

The Awards granted to the other 11,056 Selected Participants and the remaining Awards granted to the aforementioned Selected Participant are not subject to performance targets.

Clawback/Lapse mechanism : Where a Selected Participant's service or employment with the Group has been terminated by the Group by reason of, among others, (i) resignation of the Selected Participant's employment with the Group, (ii) misconduct or otherwise pursuant to law or the relevant employment or engagement contract, or (iii) the violation of any agreement, the Group's policy or any other applicable laws and regulations by the Selected Participant, the Selected Participant will cease to be an eligible participant and the Awards granted will automatically lapse.

No financial assistance	:	The Group has not provided any financial assistance to the Selected Participants to facilitate the purchase of Shares under the Employee Ownership Scheme.

The purposes of the Employee Ownership Scheme are (i) to align the interests of eligible participants with those of the Company and its shareholders as a whole; (ii) to motivate and attract the eligible participants to enhance the value of the Company and its Shares for the benefits of the Company and the eligible participants; and (iii) to recognize and encourage eligible participants to make contributions to the long-term growth and profits of the Group. The Board is of the view that the grant of the 266,794 Shares underlying the Awards to the Related Entity Participants, who have participated in and contributed to the development of the Group through the provision of marketing, management and other support services, and/or through their leadership and involvement in initiatives that generate benefits and synergies for the Group within the broader Wynn group of companies, together with the grant of the 4,795 Shares underlying the Awards to the Service Provider, who was a former senior executive of the Group and continues to provide consultancy services to the Group, recognizes the ongoing contribution of the Related Entity Participants and the Service Provider to the Group and promotes the long-term interests of the Group, which is consistent with the purposes of the Employee Ownership Scheme. This arrangement aligns the interests of the Related Entity Participants and the Service Provider with those of the Company and its shareholders. For these reasons, the Board believes that the Awards will serve as a further incentive for the Related Entity Participants and the Service Provider not only to continue delivering high-quality services to the Group, but also to be invested, as a future stakeholder, in the overall business and financial success of the Group.

The remuneration committee of the Company believes that the grant of Awards and the relevant vesting period are appropriate and in line with the market practice and the purposes of the Employee Ownership Scheme. The grant of Awards to Mr. Frederic Jean-Luc Luvisutto and Ms. Linda Chen has been approved by the independent non-executive Directors upon the recommendation of the remuneration committee of the Company in accordance with the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Listing Rules**") and the Employee Ownership Scheme. Mr. Frederic Jean-Luc Luvisutto and Ms. Linda Chen have abstained from voting in the Board resolution with respect to the approval of the grant of Awards. The grant of Awards hereunder is not subject to approval by the shareholders of the Company under the Listing Rules.

To the best of the Directors' knowledge, information and belief having made all reasonable enquiries, save as disclosed above, none of the Selected Participants is (i) a Director, chief executive or substantial shareholder of the Company or their respective associates or otherwise a connected person of the Company; (ii) a participant with awards and options granted and to be granted exceeding 1% individual limit under the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited; and (iii) a related entity participant or service provider with awards and options granted and to be granted in any 12-month period exceeding 0.1% of the issued Shares.

The grant of Awards will be satisfied by issuance of new Shares within the scheme mandate limit under the Employee Ownership Scheme. After the above grant of Awards, 446,479,232 and 10,418,869 underlying Shares will be available for future grant under the scheme mandate limit and service provider sublimit of the Employee Ownership Scheme, respectively.

By order of the Board
Wynn Macau, Limited
Dr. Allan Zeman
Chairman

Hong Kong, 3 September 2026

As at the date of this announcement, the Board comprises Craig S. Billings and Frederic Jean-Luc Luvisutto (as Executive Directors); Linda Chen (as Executive Director and Vice Chairman); Jacqui Krum and Julie M. Cameron-Doe (as Non-Executive Directors); Allan Zeman (as Independent Non-Executive Director and Chairman); and Lam Kin Fung Jeffrey, Bruce Rockowitz, Nicholas Sallnow-Smith and Leah Dawn Xiaowei Ye (as Independent Non-Executive Directors).