

Wynn Macau, Limited  
2020  
Sustainability  
*Report*

(incorporated in the Cayman Islands with limited liability)  
Stock Code: 1128





# TABLE OF CONTENTS

Welcome to Wynn	3
Our People	13
Our Communities	24
Our Planet	41
Our Governance	51
About this Report	58
2020 Performance Metrics	62
Content Index	67

## 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

Unexpected events are the ultimate test of any strategy, requiring a dramatic and expeditious reassessment of priorities, yet as we look back over a year defined by the COVID-19 pandemic, Wynn's response to this global crisis has seen our business safeguard the health and well-being of our team members, guests and community while still remaining committed to realizing our vision of sustainability. This is a testament to the resilience of our people and the values they live every day that are the fundamental heart of our business.

From the outset of the pandemic our goal was to foster unity within the Company and ensure all team members felt supported, safe and secure by taking swift action to protect their health. Despite the temporary closure of resorts in Macau in early 2020 and the impact of travel restrictions on visitor numbers leading to reduced operations for much of the year, we rallied together to adapt and overcome by adopting dozens of new protocols to support the return of our team and guests. True to Wynn's mindset of "care about everyone and everything", we took this opportunity to take the lead in establishing best practice for sanitation and hygiene in the industry, working to meet and exceed government expectations. This created a foundation of confidence that helped to retain our talent while teaching them new ways to remain healthy and enabled them to play a proactive part in how we responded throughout the pandemic.

Above all, weathering this pandemic storm has drawn us closer together, both to each other and to our community. As a socially responsible business with deep roots in Macau, we drew on our strengths and resources to extend a helping hand where it was needed. We provided donations and sponsorships to community groups and charities, totalling over HK\$119.6 million, including procuring large quantities of anti-pandemic supplies and medical equipment that we were able to source through our global network. This not only reached vulnerable groups in Macau but also local SMEs that were impacted by the disruption to the economy. We also extended vital aid to those most affected at the onset of the outbreak in Hubei. This was complemented by thousands of WE Volunteers donating 14,000 hours of their time to helping the community this year.

While countering the effects of the pandemic was a key priority, we did not lose sight of our long-term commitment to sustainability and the health of our planet. We have successfully embedded a mindset of managing resources efficiently and implementing continuous improvements to our environmental systems. We achieved further reductions in managing our environmental footprint by reducing emissions, minimizing waste, conserving water and promoting energy efficiency. By embedding this deeply into the fabric of our culture, it has become an integral part of what we do every day so that we can maintain that momentum even in the face of adversity.

Looking ahead I firmly believe that the experiences of the past year have reinforced what we are capable of when we align our efforts toward a common goal. Our efforts throughout the pandemic this year have only reinforced our ambitions. We will emerge stronger than before, welcoming guests back to Macau, and well equipped to play our part in supporting Macau's economic recovery and its transformation into a green city.

Lastly, I must extend my heartfelt gratitude to all those whose support has made the past year possible despite this unprecedented pandemic. To the Macau government, our communities, our Wynn employees, and all of the other stakeholders that our work touches – thank you! We look forward to shaping a bright future for Macau together!



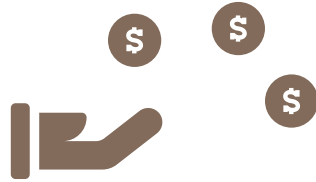
**Linda Chen**  
Vice Chairman, Chief Operating Officer  
and Executive Director, Wynn Macau, Limited

# 2020 Highlights

## Empowering Employees



WE EMPLOY  
**13,400+**  
team members at Wynn



TO SHARE IN OUR SUCCESS,  
**100% OF OUR EMPLOYEES**  
ARE AWARDED WITH  
OUR HONG KONG LISTED SHARES



**102,000+**  
TRAINING HOURS  
PROVIDED



**32.2%**  
of our original Wynn Macau  
team members from 2006 still  
WORKED WITH US IN 2020

## Fortifying Vibrant Communities



DONATIONS AND  
SPONSORSHIPS OF  
**HK \$119.6M**  
given to community groups  
and charities

**4,018**  
VOLUNTEER  
PARTICIPANTS  
CONTRIBUTED



**14,000**  
HOURS OF  
VOLUNTEER ACTIVITIES



MORE THAN  
**13,000**  
SMES BENEFITED  
FROM WYNN CARE  
PROGRAMS

## Our Planet



**5**  
CONSECUTIVE YEARS  
of reducing our energy usage intensity



NEARLY  
**37**  
METRIC TONS OF  
SOAP RECYCLED  
through Clean the World  
since 2014



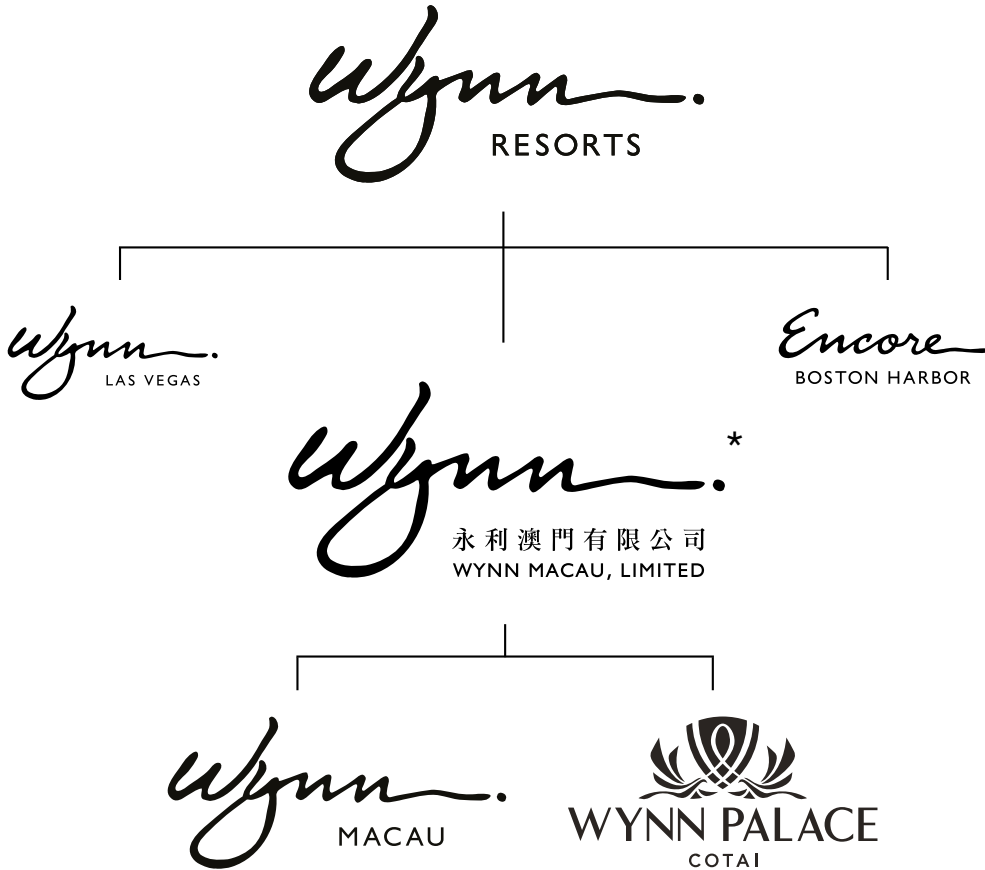
   
MACAO GREEN  
HOTEL AWARD  
Gold – Wynn Macau  
Silver – Wynn Palace

# 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 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 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") 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 is the highest rated resort company in the world, holding 22 Forbes Travel Guide (FTG) Five-Star awards across our global portfolio. Beyond Wynn Resorts highly rated resorts in Las Vegas and Boston, our luxury properties Wynn Macau and Wynn Palace hold claim to 15 Forbes Five-Star awards combined making us the most decorated integrated resort brand in Asia.



\*Wynn Resorts owns approximately 72% of the shares of the Company and approximately 28% of the shares of the Company are owned by public shareholders.

## Wynn Macau, Limited

Our resorts attract both a wide range of domestic and international guests. Gaming customers traveling to Macau typically come from nearby destinations in Asia, and the majority of our gaming revenues come from customers from mainland China. Aiming to exceed guest expectations, our integrated resorts are conceptualized, designed, built, and operated in resort destination markets to service all guests with an emphasis on providing premium customer service.



### Wynn Macau

Wynn Macau features two luxury hotel towers with a total of 1,010 guest rooms and suites, approximately 252,000 square feet of casino space, 12 food and beverage outlets, approximately 31,000 square feet of meeting and convention space, approximately 59,000 square feet of retail space, a rotunda show, and recreation and leisure facilities. It is the only resort in the world with eight individual Forbes Five-Star awards achieving the honor for the fifth consecutive year.



### Wynn Palace

Wynn Palace, which opened in August 2016, features a luxury hotel tower with a total of 1,706 guest rooms, suites, and villas, approximately 424,000 square feet of casino space, 14 food and beverage outlets, approximately 37,000 square feet of meeting and convention space, approximately 107,000 square feet of retail space, public attractions including a performance lake and floral art displays, and recreation and leisure facilities. Wynn Palace earned seven individual Forbes Five-Star awards including all five of our exquisite fine dining restaurants.

# Our Values

## Service Driven

We provide the highest quality of service to everyone and everything, including our guests, our coworkers, and our community.

## Excellence

We always find room for improvement. If it's good, make it outstanding. If it's outstanding, make it spectacular.

## Artistry

We look at every detail of our jobs as a blank canvas awaiting our creativity and magic. Whether setting a guest room or setting food on a plate, we find a way to make it artful.

## Progressive

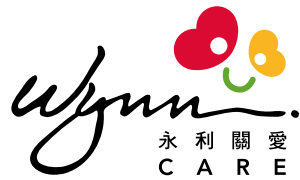
We always look to the future, continuing to innovate and elevate the experiences we provide to our guests, our employees, and our community.

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# Our Core Behaviors

- Care about everyone and everything
- Treat everyone with dignity and respect
- Take personal responsibility for every detail
- Approach everything we do as if it's a work of art
- Create unforgettable experiences
- Always strive to be better





Wynn Care was created by our Board of Directors (Board) in 2018 to promote positive social impact within our local community and the Greater Bay Area. With the lead of Ms. Linda Chen, Vice Chairman, Chief Operating Officer and Executive Director of Wynn Macau, Limited, Wynn Care Foundation was established in 2020 to further expand its positive impact to society. Since the inception of Wynn Care we have worked to stimulate constructive community initiatives with the goal of encouraging progress in the areas of youth development, education, resources for the handicapped and the elderly, as well as business development of small and medium-sized enterprises (SMEs), and environmental sustainability. Wynn Care is what unites our core values with our social responsibility and allows us to partner with our community for the betterment of all. We are proud of the accomplishments of Wynn Care and of the many Wynn employees who have donated their time, and we look forward to a prosperous and exciting future.



## VISION

Wynn Care advocates for positive social impact and pursues programs that will benefit the local community and the Greater Bay Area. We will continue to be a source for positive charitable giving as well as providing opportunities for economic development, and environmental sustainability.



Bringing a wealth of community development experience from Macau and the Greater Bay Area, our Community and Government Relations (CGR) team oversees Wynn Care activities across Macau. They achieve this by directing Wynn Care programs and initiatives across eight directions.

## EIGHT DIRECTIONS



Youth & Education



SMEs



Volunteerism



Charity & Community Support



Going Green & Sustainability



Responsible Gaming



Government Relations



Localization & Positive Social Impact

Learn more about Wynn Care and our programs in the [Our Communities](#) section of this report.

# Goldleaf

SUSTAINABILITY PROGRAM

Wynn's success does not come from remaining stagnant. Progress is part of our nature, and our commitment to sustainability is testament to the evolution of our Company. Our approach to sustainability is built on a core principle: care for our guests and our planet. This means providing award-winning service at our resorts worldwide, in a manner that respects communities, people, and our environment. Our sustainability program focuses on four global goals that will lead the Company into a responsible future:

1

## Invent Solutions

We are unique in our ability to invent sustainable solutions that raise 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.

## Commitment 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.

### Living Our Principles

Our dedication to service extends beyond our doors to the communities where we live and work. Our [Sustainability Principles](#) and the comprehensive suite of policies that support them guide all our decision-making and govern all aspects of our operations. The essence of these sustainability specific policies and our commitment to sustainable development provide 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, religion, gender, age, mental or physical disability, marital status, and sexual orientation.



## ECONOMIC

Alignment between business activities with socio-economic development:

- Socio-economic commitment to the community
- Supporting local suppliers
- Responsible sourcing
- Corporate governance

## SOCIAL

Positively contributing to society via:

- Adhering to high standards of ethical business conduct
  - Ethics and integrity
  - Child and forced labor
- Creating a culture that is inclusive and supportive
  - Sexual harassment and discrimination
  - Equal opportunity and diversity
  - Health and safety
- Supporting our local communities and local businesses
  - Community involvement

## ENVIRONMENTAL

Reducing our impact via:

- Responsible use of natural resources
- Minimizing emissions and waste

## COMPLIANCE

Compliance-driven practices:

- Regulatory compliance
- Protecting customer privacy
- Monitoring conflicts of interest
- Supporting responsible gaming initiatives

# Sustainability Principles and Commitments

## Key Policies Informing our Sustainability Principles include:

- |   |                                     |   |  |
|---|-------------------------------------|---|--|
|  | Code of Business Conduct and Ethics |  | Information Security Governance          |
|  | Code of Personal Conduct            |    | Human Capital Development                |
|  | Anti-Corruption                     |  | Equal Opportunity and Non-Discrimination |
|  | Occupational Health & Safety        |    | Preventing Harassment and Discrimination |
|   |                                     |  | Anti-Money Laundering                    |



## *Our People*

# Our People

At Wynn, we believe only people make people happy.

The exacting level of service provided to our guests by Wynn employees requires far more than skill; it is an art form. Wynn's more than 13,400 employees share an innate personal responsibility to take care of our guests and each other, which is among the reasons why Wynn holds the most FTG Five-Star awards of any independent resort company. There is simply something different about a Wynn employee: something singular and special that helps our guests feel welcome the moment they cross our threshold. In our view, this is the hallmark of true hospitality, and it is the foundation on which our Company's core beliefs and values are built.

## Leading Through Crisis

In 2020, the tourism and leisure industry in Macau was hit hard by the near-instant cessation of tourism activities and local mandates to shut down casino operations for 15 days in February 2020 as a result of the COVID-19 pandemic. Safely reopening was the first step toward recovering from the swift social and economic impacts that the COVID-19 pandemic created.

Acting as responsibly as possible, we focused our efforts on taking care of our team members and ensuring business continuity as best we could. Throughout 2020, we concentrated on helping each other and assisting our guests and the community as they responded and adapted to the impacts of the pandemic. Throughout the process, Wynn remained committed to protecting the health and general well-being of our employees, as well as that of their families. They, in turn, rose to the challenge by adopting dozens of new protocols that would allow for the safe return of both our team members and our guests.



## Keeping Our Team Safe

Employee health, safety, and wellness is a top priority at Wynn, and never before was it so vital for us to take care of our team as in 2020. Throughout 2020, we prioritized the health and safety of our employees by taking early and swift action during the pandemic.

Our health and safety team has always been in place to review accidents and advise on improved procedures, including on the proper use of machinery, the proper way of lifting goods, and reminding team members to wear protective gear when using chemical products. In 2020, together with our long-established health and safety committee, they were instrumental to Wynn's ability to adapt to the ever-changing COVID-19 related health and safety regulations and mandates and ensure that everyone on our team received regular communication and updates in a timely manner.



With the reopening of both resorts in Macau, Wynn instituted a new pandemic policy for sick leave to ensure employees were under no pressure to report to work while sick. Any employee who felt ill or believed they may have been exposed to the virus was encouraged to call out of work. Under this policy, and in adherence to government mandates, all team members were required to show a health declaration QR code (QR code) and have their temperature scanned before entering the property. Any team member whose QR code turned red and that had a fever or other symptoms were barred from entering the property. Any team member who came to work and had a fever or other symptoms were sent to our in-house medical clinic for immediate consultation. A team member could only re-enter the property with a medical note and after their QR code had turned back to green.

What's more, our long-standing health and safety programs and training have enabled us to maintain an excellent safety record. These programs cover a host of issues ranging from electrical safety, dealing with blood-borne pathogens, injury prevention, hearing conservation, first aid, emergency evacuation, and much more. In 2020, we collaborated with local public-health experts to provide training and ensure adherence to our new safety and sanitation procedures for every division of the business, including hotel and casino, retail and food and beverage (F&B) operations. This included inviting 18 medical professionals from Kiang Wu Hospital of Macau to provide 75 training sessions for over 2,800 frontline gaming team members on how to detect COVID-19 symptoms, identify possible cases, and learn to protect themselves by preventing the spread of the virus and enhancing hygiene standards both at work and at home. Additional online courses designed for team members to learn how to safeguard themselves and avoid spreading COVID-19 in our workplace were also hosted throughout the year.

We also made sure to show our appreciation and gratitude to our team for all that they do and have overcome throughout 2020. Once it was safe to re-open our doors, we showed our gratitude to returning team members with tokens of appreciation to boost morale.

## Caring for Our Guests

At Wynn, how we approach guest relations is at the very heart of our success. Our operations in Macau are designed to attract a wide range of domestic and international customers, all of whom expect the highest standards of luxury and safety.

To prevent the spread of COVID-19 in our properties and to ensure every guest has followed both local government mandates as well as our own corporate guidelines even before entering the properties and the casinos, our team was consistently updated on the latest government mandates and corporate health and safety practices. The first step to ensuring guest safety was conducting casino entrance health checks and providing training for our Security team members to cover new guidelines, while always ensuring our service standards to our guests.



As a result of the impact of COVID-19 we implemented new safety protocols and internally distributed what is now a Health and Disinfection Plan featuring the following information:

- Adjusted valet and check-in procedures
- Around-the-clock cleaning protocols and products
- COVID-19 testing
- Disinfection stations
- Non-invasive temperature checks and screening for guests
- Occupancy limits
- Personal protective equipment for employees and guests
- Physical distancing guidelines



In addition, significant accomplishments achieved in 2020 which demonstrated our strong health and safety protocols included:

- Completing the Hazard Analysis and Critical Control Point (HACCP) certification audit and attaining **HACCP certification at Wynn Palace**. HACCP is an internationally recognized system for reducing the risk of safety hazards in food. The HACCP implementation process at Wynn Palace started in May 2019 with the establishment of the HACCP Committee consisting of representatives from over ten different departments. With the support of all departments involved, we are delighted to have been recognized for excellence in food safety.



- Being among the first hotels in the world to become **Sharecare Health Security VERIFIED® with FTG**. The comprehensive verification covers more than 360 standards across health and hygiene protocols, cleaning products and procedures, ventilation, physical distancing, the guest experience, and health safety communication with guests and employees. The verification is renewed monthly based on a hotel's compliance with expert-validated best practices that minimize the risk and impact of COVID-19 and potential future public health events. Hotels are required to verify their health protocols on an ongoing basis to ensure continued compliance with the most up-to-date global health standards.

## Guest Privacy

Beyond health and safety measures, our guests deserve the utmost privacy and security during their stay at Wynn. We have extensive policies, procedures, and practices to ensure the privacy and confidentiality of relevant information relating to guest privacy, including personal data. We are committed to preserving the confidentiality, integrity, and availability of all forms of information used by the Company and maintained on behalf of employees, investors, business partners, customers, and government agencies. We intend to protect information in all its forms, including electronic data, paper documents, and the spoken word.

Our security program hosts a robust set of controls and safeguards to offset possible threats that could result in compromise, reputational damage, or financial loss. We established this program to protect the information related to our operations, employees, guests, and business partners. To date, there have been no substantiated complaints of breaches resulting from a compromise of customer privacy or data. In 2020, there were no confirmed material incidents of non-compliance with any material laws and regulations concerning privacy and confidentiality matters.

# Empowering Employees

As has been true throughout our Company's history, Wynn remains dedicated to building a progressive, diverse, equal, and inclusive environment. We value respect and safety above all, so each employee can show up to work every day, without exception, as his or her true and authentic self. Ultimately, our employee-relations mission remains clear: to foster excellence throughout the lifetime of a career, a goal that allows Wynn to maintain its status as the luxury hospitality industry's employer of choice.

We support our team by emphasizing employee development from within and are constantly cultivating a corporate culture of support through numerous positive reinforcement channels such as Wynn Stories and our Star and Diamond award programs. Just as our employees invest themselves in Wynn and the Macau community, we also invest in them by fostering a culture of diversity and inclusion, providing competitive wages and benefits, offering exceptional training and educational experiences, and looking out for their health, safety, and well-being.

## 2020 At a Glance



EARNED THE 2020  
HONG KONG MANAGEMENT ASSOCIATION  
(HKMA) **AWARD FOR EXCELLENCE  
IN TRAINING AND DEVELOPMENT**



WON A **BEST IN  
CAREER DEVELOPMENT AWARD**  
FROM HKMA



**68.8% DECREASE IN  
LOST DAYS**  
DUE TO WORK INJURY



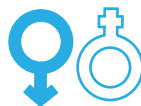
**3.7% EMPLOYEE TURNOVER**  
AMONG LOCAL EMPLOYEES,  
A 67.6% DECREASE FROM 2019



**8.7% OF WYNN EMPLOYEES**  
HELD MANAGERIAL  
POSITIONS IN 2020



**53.6%**  
OF WYNN'S LOCAL  
EMPLOYEES ARE FEMALE



**NEAR GENDER PARITY**  
WITH 50.2% MEN AND  
49.8% WOMEN ON OUR TEAM



**OVER 42.3% OF MANAGERIAL  
POSITIONS HELD BY WOMEN**

## Embracing Diversity and Inclusion

We have created a culture of inclusion so that people from all backgrounds can join our workforce, reach their potential and feel valued for being themselves. We benefit from a diverse and inclusive workforce in which divergent perspectives create a thoughtful approach to solving business challenges. We encourage our employees to avail themselves of numerous leadership and development opportunities and use our resources to also assist in the education and development of the next generation of employees and leaders.

By creating an inclusive culture, we set our business up for sustained success by attracting and keeping great people. This is evident in our workforce which boasts both strong local representation and also international diversity with team members from over 30 nationalities.

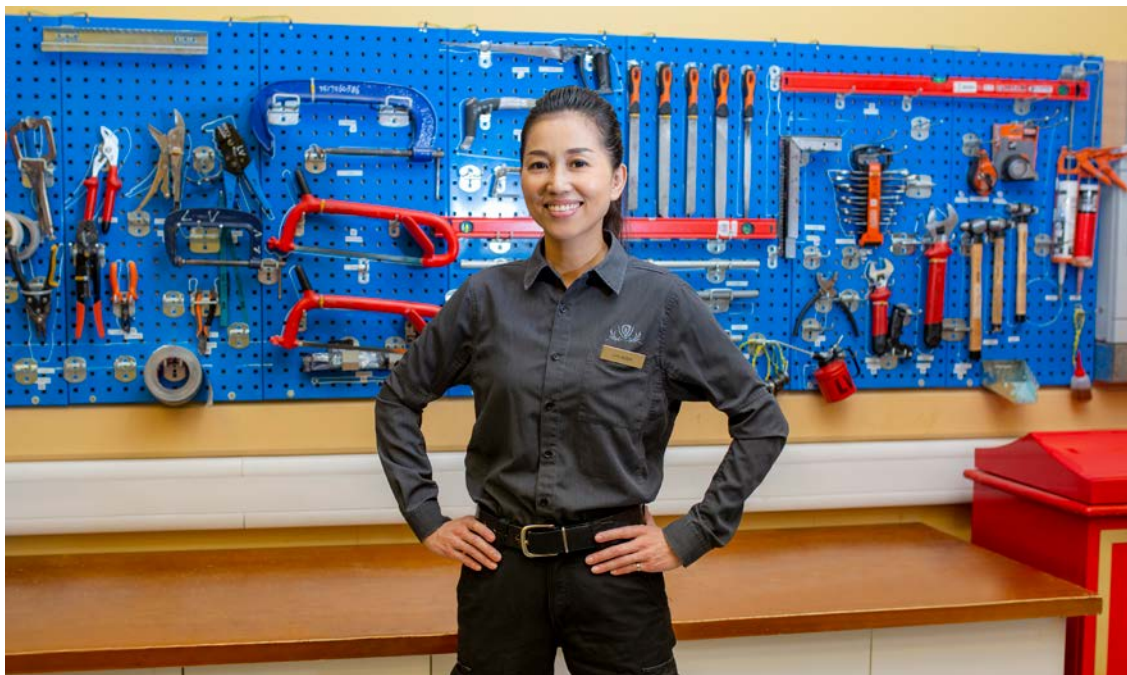


### CELEBRATING OUR DIVERSE FACILITIES TEAM

As you walk around our resorts, you might notice that several members of our Facilities team are women. This is because Wynn's inclusive corporate culture encourages gender diversity across all our departments. We believe that roles that may have traditionally been male-dominated in the past do not have to be today, which is what inspired us to launch our first female Facilities Trainee Program in 2018. The program offers 24 months of on-the-job training and practice for any of our female team members interested in the engineering industry.

After the launch of our first program, eight successful candidates in 2020 were selected to become the program's first batch of female technicians. In March 2021, we celebrated the graduation of these outstanding women who completed the program and will be promoted to the next stage of their careers in new roles on our Facilities team.

We are delighted by the level of success of this program and look forward to seeing more women take part for years to come. We have already invited another three trainees to join the class of 2021.



## Rewarding Great Work

Our commitment to our guests is equaled by our commitment to providing for our employees. Across Macau, our corporate culture has developed a reputation - that by becoming a Wynn team member, one becomes part of a family where mutual respect, care, and appreciation are at the core of everyday life. The results of our efforts speak for themselves, and over 1,600 employees who were with us on opening day at Wynn Macau are still on our team after more than 14 years, and we are proud that over 3,500 team members have been with us for more than ten years.

We have achieved this by investing in our employees to help them reach their career goals and by offering fair human resources policies and practices, including compensation, overtime compensation, dismissal or termination, working hours, and rest periods. Upon joining us, employees participate in an orientation program and are provided with a team member guidebook containing information about our superior service standards, core values, policies and practices, rules and regulations, and other relevant information.

When it comes to our corporate benefits plan, we offer a comprehensive medical and dental plan as well as:

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

Wynn contributes an additional 5% of a team member's salary to their employee provident fund, and at year end 2020, we had 90% employee participation in these plans.



### CELEBRATING A DECADE OF SERVICE

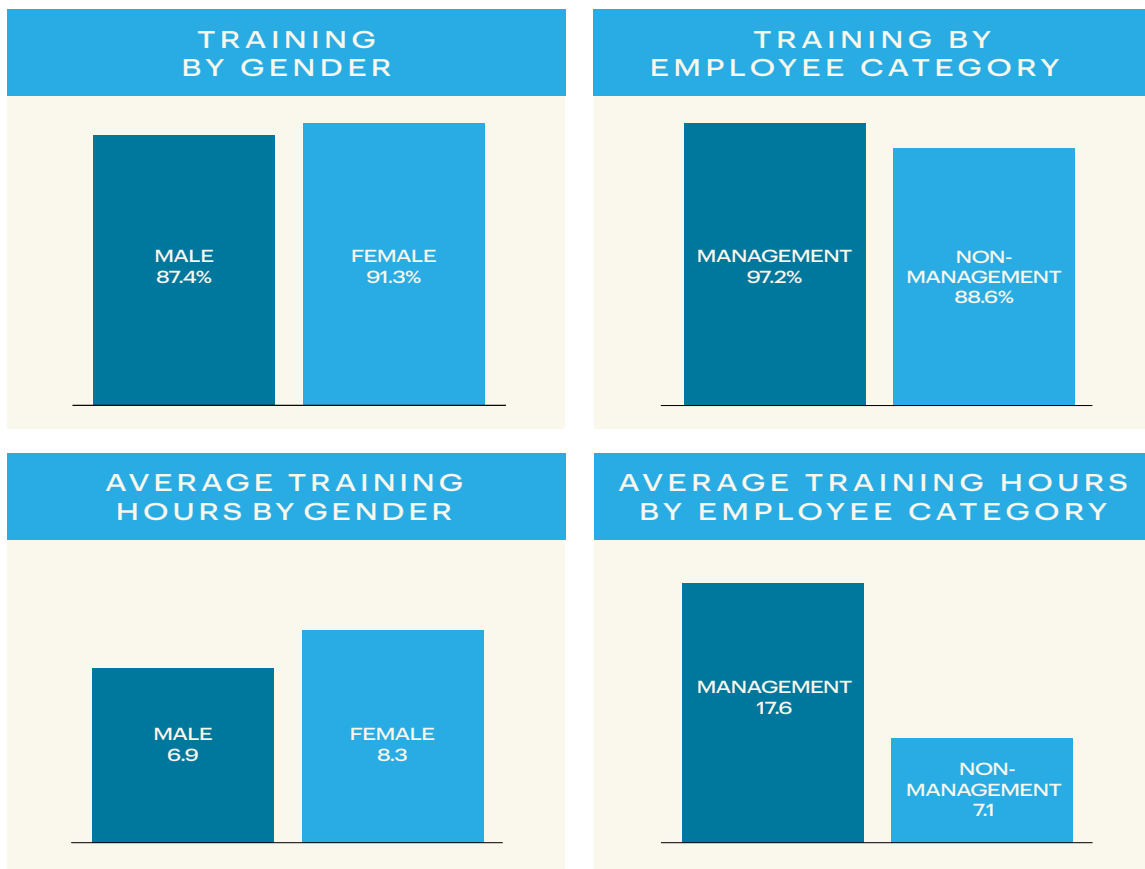
Nearly 500 loyal team members celebrated their own 10<sup>th</sup> anniversary milestones with Wynn in 2020. To show our appreciation of their loyal and dedicated service, two award ceremonies were held in March 2021 to honor their contribution and commitment over the years.



## Training Our Team

Every year, we provide our team members with professional development and training opportunities to elevate their job, people, and leadership skills. Leadership development is also key to success in the fast-growing Macau market and Wynn is committed to upskilling local labor. As such, we provide opportunities for both horizontal and vertical movement within our Company to ensure Wynn employees have the freedom to fulfill their career goals with us.

### OUR TRAINING AND DEVELOPMENT PROGRAMS IN NUMBERS FOR 2020



In 2020, aiming to reenergize the service mindset, reconnect team members, and demonstrate Wynn's appreciation for their patience and commitment throughout the pandemic, we created a **Regenerating Program** to welcome back and re-orient team members who had not been on duty for more than a month due to COVID-19 restrictions. So far, 259 team members have taken part in the program's refresher training on our COVID-19 measures and practices.

As with other organizations around the world, the majority of our employee-training programs were moved online during the pandemic shutdown. Doing so allowed us to ensure that 100% of our employees safely received important updates to our policies and procedures before returning to our resorts. Beyond COVID-19 related health and safety courses provided in 2020, we maintained an exciting training schedule for our team – both online and in person. Highlights include:

- Continuation of our mandatory **responsible gaming course** which addresses how to identify problem gaming and prevent underage gaming and drinking.
- We provided **anti-corruption, anti-harassment and discrimination awareness** trainings and acknowledgements.
- Offering gaming employees an alternative career option in hospitality service at the management level after a one-year intensive training and immersion program through our **Career Advancement Program (CAP)**. Over the past three years, the program has had a 100% pass rate. All graduates have achieved successful job placement in new roles within the Company.
- A **Design Thinking Workshop** teaching our CAP team members how to apply the design thinking methodology and tools to generate creative ideas, as well as how to improve personal effectiveness by becoming a more empathetic service provider.
- A three-day **Service Leadership Program** provided for 1,372 team members focusing on the power of connection, realizing guests' needs, the nobility of service as a profession, and how true leaders serve their teams as well as our guests.



## Helping Our Team Manage Work And Life Pressure

2020 was a challenging year, bringing an array of stressors for everyone. Recognizing how important mental health is we wanted to help team members learn the right tools to manage stress. Available to all departments, we hosted several full-day interactive workshops that provided practical methods of dealing with change, handling pressure, and releasing stress. An online version was also made available for team members to access from home.

The workshops started with some explanations about the mechanisms behind the human stress response and then dove into a variety of fast-acting stress release techniques for participants to apply. Participants discussed and learned about ways in which stress can distort mental clarity and why uncertainty can be so unsettling and can trigger distress. As there is no "one size fits all" approach to handling stress, participants were encouraged to try out a variety of different techniques and learn which ones work best for them. They were also encouraged to take their learnings home with them and to practice these simple techniques regularly to strengthen their resilience and enable them to be increasingly effective in demanding situations.



### EARNING RECOGNITION FOR OUR E-LEARNING

In 2020, with so many of our team members working from home, digital learning helped us adapt our training to meet the rapid changes and challenges of our time. We customized online modules and brought digital learning into homes across Macau. The optimized courses helped over 13,000 employees to be trained in COVID-19 prevention and supported the onboarding process for new hires, speeding up the integration process of new team members joining Wynn.



Using a blended learning strategy, we also made use of other online learning platforms, such as LinkedIn Learning for training our management-level employees. In recognition of this, Wynn and five others were selected amongst hundreds of companies across China, Macau, and Hong Kong for LinkedIn's **"Most Engaged Social Learning Culture" Award**. It is awarded to companies listening to employees' needs and making strides to stay best in class to cultivate a positive learning culture. We are delighted to have been awarded for our continued efforts to improve our learning offerings to our team members.

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## *Our Communities*



# Our Communities

Wynn is committed to the sustainable development of Macau as a "World Centre of Tourism and Leisure". Our role bestows upon us a duty to exhibit social responsibility as a business, employer, and member of the Macau community. We consider it a great honor to operate in Macau and show our appreciation by giving back to the community in a variety of ways, including investing in the economic vitality of Macau and the Greater Bay Area.

We have formed local connections with partner organizations, educational institutions, charities and businesses, and have established ongoing initiatives that aim to strengthen and enhance the vibrancy of our community.

## 2020 At a Glance



**HK\$ 119.6 MILLION**  
DONATED TO CHARITIES  
AND COMMUNITY GROUPS



**14,000**  
HOURS OF  
VOLUNTEERING CONTRIBUTED



**OVER 13,000**  
SMES AND NONPROFIT PARTNER  
ORGANIZATIONS BENEFITED



YEAR-ON-YEAR LOCAL MACAU  
PROCUREMENT SPEND PERCENTAGE

**INCREASED  
BY 8.7% TO 82.8%**  
OF TOTAL



YEAR-ON-YEAR LOCAL MACAU  
PROCUREMENT SUPPLIERS PERCENTAGE

**INCREASED  
BY 9.7% TO 54.8%**  
OF TOTAL

# Responding to COVID-19

Since the outbreak of the pandemic, Wynn has actively supported the Macau government in its anti-pandemic prevention work by donating funds and much-needed medical supplies, as well as by helping to ensure that affected communities can receive appropriate support.

## THROUGHOUT 2020:



We donated Macau pataca (MOP) 20 million to aid anti-pandemic efforts in mainland China at the onset of COVID-19.



We leveraged our global procurement network to urgently source protective supplies, including the successful purchase of one million medical face masks, which we donated to the Macau government and were passed on to the Health Bureau of Macau to demonstrate our support for the city's pandemic prevention and control efforts.



We donated MOP 1.75 million and anti-pandemic supplies to over 50 community organizations in Macau. In coordination with the Social Welfare Bureau of Macau, our Wynn Employees (WE) Volunteers have personally delivered these anti-pandemic supplies to over 4,000 people in local residential homes and facilities for children and youths, temporary shelters, drug treatment centers and nurseries, with the aim of helping to protect their employees and for these organizations to continue operating, thereby ensuring that beneficiaries of these facilities would not be affected.



Recognizing that the pandemic has seriously impacted the local business environment, with SMEs, particularly in the F&B and retail industries, coming under tremendous pressure, we ordered over MOP 2 million worth of hand sanitizers from local suppliers. With support from the Macao Chamber of Commerce, this initiative benefited over 13,000 SMEs.



With the guidance and assistance of the Liaison Office of the Central People's Government in the Macau SAR, as an expression of our heartfelt gratitude toward the medical personnel based in areas most affected by the COVID-19 outbreak, we donated 30,000 pieces of medical protective equipment and gear to the people of Hubei province. The medical supplies included five large-scale, high-standard artificial heart-lung machines and multiple sets of medical supplies for adults and children (worth over MOP 6.3 million), all of which went to key hospitals in Hubei including Zhongnan Hospital of Wuhan University, Renmin Hospital of Wuhan University, and Tongji Hospital of Huazhong University of Science and Technology, among others.



We donated a range of anti-pandemic supplies, including face masks and hand sanitizers, to support the medical personnel at Tung Sin Tong's clinics and pharmacies. Led by the delegates of Tung Sin Tong, we visited one of the clinics and learned about the services they provide as well as their pandemic prevention and control work. We also expressed our immense gratitude to the frontline medical personnel for their hard work, selfless dedication and resolute commitment during this critical period.



We donated 20 electronic devices to the Salvation Army (Macau) Education Centre to facilitate online learning and enable students who did not have their own computers at home to receive a better educational experience during the school suspension period.



To show support for frontline medical staff at Kiang Wu Hospital of Macau, our F&B, Food Safety and Receiving departments prepared and delivered meal boxes for 60 days at the start of the pandemic.



## RECOGNITION FOR OUR CONTRIBUTIONS

To commend our contributions to Macau and regions in mainland China during the pandemic, the Liaison Office of the Central People's Government in the Macau SAR presented a donation certificate to Wynn in September 2020. It is an honor to be recognized for our efforts and we are grateful for the everlasting support we have received from the government during these challenging times.

The Wynn team wholeheartedly connects with our community and will continue to support the fight against the COVID-19 alongside the people of Macau.



## Continuing Support for Core Community Programs

In addition to COVID-19-focused activities, we have also continued to show our support for our ongoing core community programs as well as our enduring philanthropic and volunteering commitments.

### Philanthropy and Volunteering

In Macau and across the Greater Bay Area, we strive to drive reinvestment in our community, encourage volunteerism, and promote responsible gaming through our **Wynn Care** program. Since launching this program in Macau, we have centralized our community-focused initiatives under one umbrella and meaningfully increased our involvement in various volunteer activities and community events in Macau, the Greater Bay Area, and beyond.

To encourage unity and socially distanced interaction, Wynn Care launched a brand-new interactive learning platform called the **Wynn Care Fun Channel**. Equipped with interesting content and a user-friendly interface, the channel allows participants to absorb new knowledge anytime at home. Features of the channel's content include:

- E-learning: Offering fun activities with Wynn team members to keep brains working and to develop new language skills and knowledge.
- Parent-child interaction: Partnering with The Women's General Association of Macau, we created an educational experience for parents to learn and prepare playgroup activities at home.
- Hobbies and interests: We also provided interesting videos for individuals to improve their physical health and reduce stress through various hobby tutorials.
- Sports: Featuring light, flexible, and fun exercise videos for all ages.
- Sharing is caring: Showcasing local associations, schools, industries, or individuals who share their original videos with us.

Our volunteer team has also shared the channel with students at **Escola de S. Jose Ka Ho**, a local boarding school for children. Approximately 70 primary students board in school across seven dormitories. We donated seven electronic thermometers and handed out "Made in Macao" sustainable face masks to students to support the pandemic control work at the school. Beyond this, our WE Volunteer team collected around 600 children's books and two electronic devices from a back-of-house book donation drive and donated them to the school's library.



Our WE Volunteer team has also been busy spending time with the elderly throughout 2020. Understanding that the elderly need extra care during this challenging period, our volunteers visited **Peng On Tung** Tele-assistance Service Centre of Macau to deliver messages of love and care over the phone to over 300 service users. The calls focused on catching up with Peng On Tung users about their current situation and share with them with various health and safety tips.



Our WE Volunteer team also participated in a hiking trip organized by the Macao Federation of Trade Unions (FAOM) to Hác-Sá Reservoir Country Park with 16 elderly friends, where they enjoyed outdoor activities and took part in a green quiz that highlighted the importance of environment protection.



## GIVING BACK ON GIVING TUESDAY

To support the global cause of Giving Tuesday, the WE Volunteer team mobilized 339 of our team members to rally together and give back to causes that they are passionate about. From creating Christmas cards, scarf knitting and denim art piece making to recycled Christmas tree building and food kit packing, volunteers created meaningful gifts to give to our community.

What's more, together with team members in Las Vegas and Boston, our Macau volunteers hosted various charity activities in November and December 2020 to commemorate "Giving Tuesday". The spirit of Giving Tuesday coincides with the mission of the WE Volunteer team, and we will continue to live up to the mission of giving back to society, bringing more love and care into the community.





## CELEBRATING TEN YEARS OF WYNN'S WE VOLUNTEER PROGRAM

Wynn has always been committed to giving back to society by actively promoting and encouraging team members to participate in various community activities and volunteer initiatives.

Back in 2010, the WE Volunteer team was launched to organize various community activities, to bring friendship, harmony, and care to the community. Since its inception, the WE Volunteer team has contributed to more than 2,600 volunteers joining for over 500 events and sharing nearly 50,000 service hours to date.



Apart from providing Wynn team members with enriching volunteering experiences, we have spread the message of "Wynn Care" throughout the Macau community, benefiting more people and helping to build a happy and harmonious society. We were the first gaming operator in Macau to take part in Caritas Macau Charity Bazaar in 2014, and we have participated every year since. We owe the success of WE Volunteer to the support and cooperation provided by the government and a range of social service organizations, who have all continually contributed valuable time and resources.

We celebrated our 10<sup>th</sup> anniversary in style by hosting a "WE Volunteer 10<sup>th</sup> Anniversary Double Appreciation Charity Fun Fair" at Wynn Palace. Nearly 30 charities and social service organizations that have been working alongside Wynn for many years were invited to set up game booths. There were also inspiring performances as part of the celebrations, gathering volunteers, community partners, and the public to celebrate this important milestone. Charity sale booths and charity prize vouchers were also set up at the fair to raise funds for the 37<sup>th</sup> Walk for a Million, local charities, and social service organizations.

To commemorate the anniversary milestone, we held a series of art workshops in 2020, inviting ten community partners that have worked closely with the WE Volunteer team to join hands together and create ten artworks under the theme of "WE Volunteer Team's 10<sup>th</sup> anniversary". The artworks were displayed at the Charity Fun Fair demonstrating Wynn's spirit of love and care and our goal of building an inclusive society.

## Investing in Macau's Future

Our core focus on developing our employees provides a lasting social return on investment that benefits the Macau community in the long term and well beyond the walls of our operations. We also believe in investing in Macau's local youth providing opportunities for a hands-on experience on what it is like to work with Wynn.



In 2020, we hosted two exciting work experience programs:

- A three-month internship program for fresh graduates, in conjunction with the Labour Affairs Bureau of Macau (DSAL), the **Workplace Experience Plan** offers interns a chance to gain practical workplace experience, strengthen their competitiveness in the workplace, learn workplace ethics, practice work skills and knowledge, and expand personal and professional relationships.
- The **DSAL 2020 Work Experience Activity** is aimed at high school students with disabilities. We took part in the government-sponsored, three-week internship opportunity to help students learn from real-life workplace scenarios. The program helps them transition from campus to employment, and also helps our own team members gain a better understanding of people with disabilities and their work abilities.



In addition to our own work experience programs, Wynn has been making donations to enrich local educational resources and we have actively participated in activities organized by teaching and research institutions. This includes research and related work in the fields of the tourism industry, local talent cultivation, local SMEs development, and economic diversification. As one of our farthest-reaching corporate social responsibility initiatives, we donated **MOP 80 million to the University of Macau Development Foundation (UMDF)** in 2020, showing our support for the educational development of the University of Macau and its Asia-Pacific Academy of Economics and Management (APAEM). Wynn has supported the development of the University of Macau through the UMDF for years, and through this donation the university will make use of its advantages in technology, finance, business, law, and social sciences to establish an interdisciplinary research and exchange platform at APAEM. To align with the government's development orientation of "One Centre" and "One Platform", these research areas will cover financial innovation, smart tourism, and the Asian economy.



We also co-hosted and launched the **Wynn Care Career Advancement Scheme** with FAOM, providing vocational training for local Macau residents keen on developing their careers in the F&B industry. Inaugurated at Wynn Palace in October 2020, it is an eight-week, 96-hour gastronomy art training program hosted by Wynn's executive chefs who showcase the fundamentals of culinary arts and the practical skills of operating in a productive kitchen. Looking ahead, Wynn will continue to develop more career programs with FAOM that will help local talent explore exciting career opportunities.

We are also keen on nurturing local youth and supporting the growth of innovative thinking in schools, especially when it comes to those who focus on sustainable solutions. We provided support to the students representing Macau at the iGEM 2020 (International Genetically Engineered Machine Competition). Wynn supported the team from Pui Ching Middle School who were awarded the gold medal in the High School Track category for their project in developing an "improved type of biological flame retardant". In addition to sponsoring their research, members from Wynn shared presentation feedback and industry insight on environmental sustainability to the students to demonstrate our support for their research development.



### Supporting Local Women

To help raise awareness of the "sheroes" that live and work among us, we showed our appreciation and celebrated the achievements of many outstanding women in Macau at FAOM's **First Outstanding Women Program and Award Ceremony** which was co-organised and supported by Wynn. The award recognized 60 nominees from various sectors such as logistics, gaming, retail, education, medical, and finance – for their dual efforts in looking after their families and our community. With more women simultaneously taking on roles as both family caregiver and full-time worker, the built-up stress can take a huge toll on their mental and physical well-being.

To better respond to women's needs in career development, Wynn has been involved in several initiatives in 2020. Our Wynn Care team once again joined hands with The Women's General Association of Macau and together collaborated with a local online job search and recruitment portal, Hello-jobs.com, to launch an online, flexible work-matching platform. On **WeCare Happy Jobs**, freelancers and self-employed professionals can pair up with suitable companies and individuals for more working opportunities. As stated by Ms. Lam Un Mui, President of The Women's General Association of Macau, "Through the development of the WeCare Happy Jobs' website and its 'flexible work' features, we provide a more comprehensive and diversified job search and training service, as well as a platform for achieving career goals and realizing social value. This jointly promotes the prosperous and stable development of Macau."

In addition to the work-matching platform, and in acknowledgement of the toll that the COVID-19 pandemic has had on women's mental health, Wynn Care joined hands with The Women's General Association of Macau, Hello-jobs.com and Macau Professional Women Association, to organize the first **WeCare Happy Jobs Webinar**. We invited the Director of Psychology at the Psychotherapy Center of The Women's General Association of Macau to provide professional tips and support to alleviate emotional and mental stress caused by the COVID-19. Additionally, the Vice President of Macau Professional Women Association shared insights into her career and advice on work-life balance.

## Supporting the Greater Bay Area

Three focal areas of our efforts to support the growth of the Greater Bay Area include supporting efforts of the local Macau government to encourage and stimulate tourism in Macau, and support local SMEs. We achieve this in a variety of ways, namely by collaborating with other local businesses, schools, and organizations. For example, we were invited to share our views on youth development and upward mobility in Macau and the Greater Bay Area at a forum on **Youth Development of Macau in the New Era** in September 2020 at the Macao Science Center.



In line with the concept of "engaging local SMEs as growth partners", Wynn has been partnering with different parties to support local SMEs, to identify and explore opportunities in Macau and Greater Bay Area. In October 2020, as one of the sponsors of the **International Cultural and Food Festival Hengqin Station**, Wynn invited and facilitated several local SMEs to participate with us to showcase their products and local talents.

Since 2016, more than 40,000 local students have participated in our annual **Wynn Cup - Macau Primary School Student National Education Drawing Competition**. Co-organized by Wynn and the National Conditions Education Association (Macau), the competition in 2020 attracted participation from an all-time high of 42 schools, representing nearly 60% of the schools in Macau. Approximately 10,000 primary school students and youngsters from cities across the Greater Bay Area participated and 50 outstanding pieces were selected to be exhibited at the Wynn Palace Ballroom along with other award-winning works. The competition is scored by expert judges from diverse perspectives across all levels of awards and winners were presented with honorary certificates, trophies, and prizes.

In 2020:

- Nearly 10,000 entries were received
- Nearly 1,500 students were awarded in the competition
- 27 teachers and 36 teachers won the gold and silver guiding teacher awards, respectively
- Over 300 school teachers, students and parents attended our award ceremony

At the award ceremony, Wynn again collaborated with the Macau Productivity and Technology Transfer Center (CPTTM) to organize a fashion show that matched the theme of the competition. Local designers were invited to design a parent-child travel outfit featuring the attractions from 11 Greater Bay Area cities based on the theme of the "9+2" urban characteristics of the Guangdong-Hong Kong-Macao Greater Bay Area. The jury shortlisted 11 designs for public display in the fashion show.

Under the theme of "My Greater Bay Area Dream - Drawing the future in my heart", the competition has encouraged local students to fully unleash their childlike and romantic imagination, and use the brushes in their hands to depict their vision for the Greater Bay Area. This event coincided with the launch of a series of **Promoting Chinese Traditional Culture** programs co-organized by Wynn Care and the National Conditions Education Association (Macau). This year's edition of the Wynn Cup competition featured the theme of "Drawing the future in my heart - Promoting Chinese Traditional Culture" to encourage local school children to paint China's rich and diverse traditional culture while highlighting the charm of both tradition and modernity - signifying the essence of the Greater Bay Area.

### Promoting Healthy Lifestyles

For many years Wynn Care has promoted Lifestyles of Health and Sustainability (LOHAS) culture. Despite social distancing measures throughout 2020, we were active with a variety of events and activities that promote healthy living, including:

- Hosting the **Wynn - GBA Brompton Bicycle Carnival BWC Racing Experience** to promote the healthy hobby of cycling and raising awareness about how alternative modes of transportation like cycling can reduce carbon emissions. Around 200 participating cyclists gathered at Wynn Palace as a starting point and rode up to the Macau East Asian Games Dome and other amazing Cotai spots.



- Participating in the annual **Macao International Dragon Boat Races**. With great pride our men's team made history as the 2<sup>nd</sup> runner up in the 500 meter standard boat race and Wynn Glory made it into the Grand Final for the first time, finishing in 6<sup>th</sup> place in the 200 meter small boat race.



- Partnering with the Macau Rugby Club to co-organize a **Children's Rugby Experience Day**. 30 pairs of parent-child Wynn team members participated and learned basic rugby skills and rules under the guidance of professional coaches.
- Hosting the **LOHAS Weekend@Wynn Palace** in May 2020 where 25 young local cultural and creative brands showcased a wide selection of creative goods, including limited edition art, environmentally friendly products, floral art, woodwork, and handmade jewellery.
- Supporting a **Simpler-Happier** workshop that promoted the principle of decluttering and its positive impacts in building a sustainable community. Held at Wynn Palace, the workshop invited a certified decluttering and organizing professional as well as a professor from the University of Macau to talk about the value of decluttering and to encourage youth to live more sustainable lifestyles – especially when it comes to responsible consumption and waste reduction.

## Local Tourism

Contributing to the local tourism industry by participating in the Macao Government Tourism Office sponsored "**Macao Ready Go! Local Tours**". The program encouraged Macau residents to sign up for local tours for sightseeing, catering and tour guide service. Wynn Palace provided an exclusive tour of our Romantic Fountain shows at the Performance Lake, as well as rides and a behind the scenes tour of our Skycab cable car attraction.

## Supporting Local SMEs

For years we have benefitted from and supported the growth and development of Macau's local SMEs which are the backbone of our local economy. Whenever we source products and services, our Procurement team gives preference to locally provided products and services where possible, without compromising on our renowned levels of excellence in both products and service.

Our procurement policies ensure that a significant proportion of our suppliers originate from Macau. This has helped us reduce our environmental impact by cutting down on emissions that would otherwise have been emitted for international transportation. It has also directly supported the Macau government's priority of promoting the cultivation and development of local SMEs.

In 2020, many of our regular SME partners were affected by the pandemic and the loss of tourism in Macau. To help them overcome this during 2020, we:

- Showed our support for the local design and production of eco-friendly face masks and became Macau's first large-scale international integrated resort operator to procure and use reusable "Made in Macao" face masks. Produced by a local manufacturer, the face masks are certified by SGS, an independent quality certification company. These face masks are water repellent, antibacterial and easily washable. Our WE Volunteer team also visited the General Union of Neighborhood Associations of Macau, Ka Ho Elderly Centre and Tung Sin Tong to donate the face masks to those in need.
- Launched the **Wynn Care Macau Pass** in support of the Macau government's Consumption Subsidy Plan. More than 13,400 Wynn team members received a Wynn Care Macau Pass with a pre-paid credit of MOP 1,000, so Wynn employees could take the lead in helping boost local spending.
- Invited a selection of SMEs to participate in our "Local Privilege" program on our Wynn Care WeChat platform. This corresponded with the Macao Chamber of Commerce's **Caring 8000** campaign which aimed to support the government's Consumption Subsidy Plan that promotes local shopping. It is also part of our efforts to support local shops and encourage everyone to spend locally to boost our economy.



To strengthen the knowledge base and understanding about the impacts of COVID-19 and food safety among our local food supply chain partners, we organized a **masterclass on COVID-19 and Food Safety: Cold Chain Challenges in Food Industry** in September 2020. Around 100 food supply chain and industry representatives, as well as Wynn team members from F&B, Procurement, Receiving, and Warehouse departments attended the event. Key professional safety compliance topics, such as coronavirus screening of food and environment, monitoring mechanisms and sampling of food and packaging, risk analysis of cold chain logistics, the relationship between proper cold chain practices and food supply chain safety, and more topics, were discussed at the event.



We are always keen to promote and encourage local SMEs in Macau that aim to continuously improve their technologies and service standards, and thus strengthen their competitiveness. We demonstrate this support not only by giving preference to local SMEs but also by creating the **"M-Mark" Promotion and Recognition Program**, which enables local companies to acquire the "M-Mark" certification, proving they provide quality products and services that promote the "Made in Macao" brand. We also aim to help promote enterprises that have successfully acquired the "M-Mark" certification for the first time by enabling them to set up professional e-commerce services that assist them in developing their online marketing channels, as well as allowing them to use an innovative consumption reward platform, free of charge. The program's kick-off event attracted nearly 100 representatives from local enterprises.



Since 2016, Wynn has partnered with the Macao Chamber of Commerce to organize nine **Wynn Local SME Procurement Partnership Meetings**, in which over 1,800 local SME attendees participated. These business matching sessions saw buyers from our Procurement department and representatives from individual operational departments meet local SME representatives, enabling them to pitch their business ideas directly to Wynn decision-makers.

We also hosted the **2020 Wynn E-Commerce Forum** at Wynn Palace, where industry experts and local enterprises were invited to share innovative business thinking and discuss the transformation and upgrading of local industries through new technology. Representatives from Alibaba Cloud and Douyin shared in-depth analysis and case studies on hot topics such as cloud computing technology, digital transformation for SMEs, online marketing models and promotion strategies amid the post-pandemic period. They also engaged with local SMEs, aiming to help Macau companies seize the extensive business development opportunities available in the Greater Bay Area – such as by expanding business and marketing channels through digital platforms. More than 300 representatives from local enterprises participated and all event communications were digitized to save on paper.

# Responsible Procurement

Sustainable procurement is an integral part of Wynn's Goldleaf Sustainability Program. As a large procurer, we are in the position to be a model purchaser and to encourage good practices among our suppliers. We achieve this by balancing sustainable procurement decisions with the environmental and social impacts of the products and services that we procure.

Our **Sustainable Procurement Policy** was designed to minimize Wynn's negative environmental impacts by ensuring the procurement of products and services that:

- Conserve natural resources, materials, and energy
- Maximize recyclability and recycled content
- Reduce toxicity

In 2020, we introduced several new sustainable procurement guidelines - including Back-of-House Office Supplies Guidelines and a Sustainable Food Guideline, in addition to an evaluation for vendors to determine if their products are sustainable. We have also enhanced our Sustainable Procurement Standards to incorporate sustainable procurement certifications and label considerations when selecting a product or vendor. For example, when purchasing seafood for our restaurants we do our best to purchase Marine Stewardship Council or Aquaculture Stewardship Council certified fish products. Similarly, for paper products, we give preference to Forest Stewardship Council (FSC) certified, FSC recycled, post-consumer recycled content, or Sustainable Forestry Initiative certified products.



## COLLABORATING WITH VENDORS FOR SUSTAINABLE SOLUTIONS

In 2020, Wynn collaborated with Ecolab, a global leader in water, hygiene and infection prevention solutions and services. Together we sought to address some of the most pressing issues that the hospitality industry is facing – especially during COVID-19 – from cleaning and sanitation to making environmentally considerate choices when procuring cleaning supplies and packaged products.

This year we focused on developing the following with Ecolab:







*Our Planet*



**Rishi Tirupari**, Vice President – Sustainability

## Environmental Message

In the same way the COVID-19 pandemic required a bold, global response, climate change and environmental sustainability also require similar bold commitments and actions. I am very proud of our actions in reducing our environmental footprint over the last several years. We have achieved this by building on past successes, anticipating future needs, and pioneering best-in-class new programs that are engineered to meet and often exceed government-regulated standards. We were the first in Macau to adopt the Winnow Vision System which uses artificial intelligence (AI) and machine learning to track and measure food waste. We also activated circular economy programs such as Novetex textile upcycling where we upcycle used fabric into new textiles. We have also continued to significantly reduce our plastic waste and the associated carbon footprint through the use of our Nordaq water bottling plant.

In 2020, our commitment to sustainability has continued to grow. In the coming years we will continue to think critically about how we can protect our planet. The answers to this question shape decision-making across every aspect of our business. We know that it is possible to offer guests world-class experiences while also continuing to conserve water, improve energy efficiency, and minimize waste, thereby contributing to a better environment for our entire community. Our environmental ambitions enable us to provide the sustainable luxury experience our guests expect without compromising on the award-winning service standards for which Wynn is renowned.

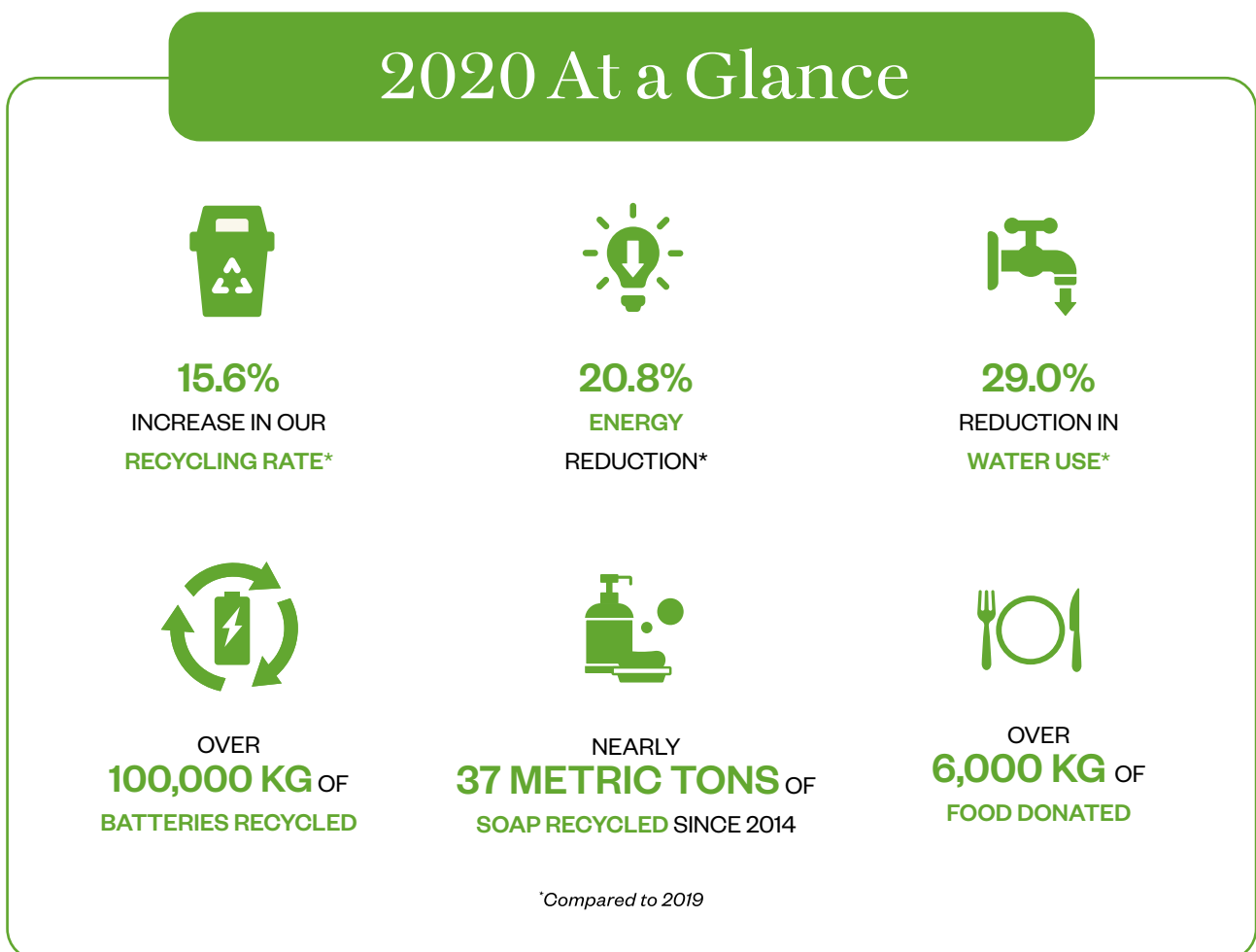
# Our Planet

As an internationally recognized brand, we consider it our responsibility to address the complex environmental issues facing our entire industry. As such, our commitment to environmental stewardship is embedded in a core principle: to equally care for our employees, guests, community, and the environment. Our operational motto of "conservation first" incorporates environmental sensitivity by monitoring and reducing inefficient consumption and embracing pioneering technologies that help us to responsibly manage our use of natural resources. We do this because we know that to protect the future of luxury hospitality, we must take an active role in protecting the planet.

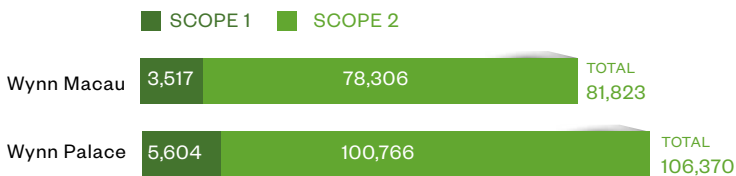
Our environmental stewardship efforts reflect our ongoing commitment to "care about everyone and everything". Through the guiding principles of Wynn's Goldleaf Sustainability Program, we accelerate our progress toward our goal of leaving the planet in better condition than we found it.

With a circular approach that encompasses our entire supply chain, we constantly examine ways to reduce each of our resorts' environmental impact in our Company's focus areas of energy efficiency, water conservation, waste diversion, recycling, single-use plastic abatement, and responsible food sourcing. We place special emphasis on cutting back on our food waste as it is a high priority – not only for the hospitality industry but the world as it comprises a substantial proportion of the waste sent to landfills. By practicing this with our renowned F&B operations, we aim to demonstrate that it is possible to offer guests world-class experiences, while also making progress with conserving water and minimizing waste, thereby contributing to a better environment.

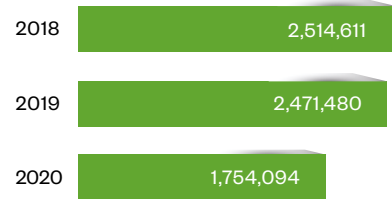
Further details about our performance can be found in the [2020 Performance Metrics](#) section.



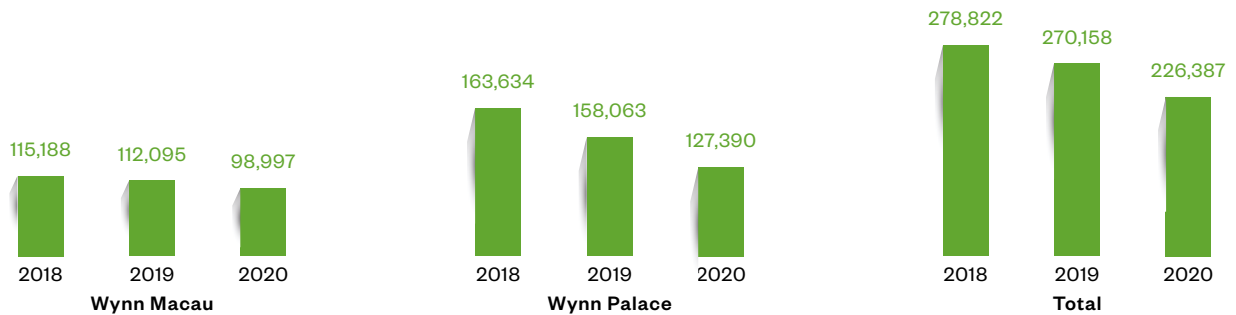
Greenhouse Gas (GHG) Emissions by Scope and Property (t CO<sub>2</sub>e)



Water Consumption (m<sup>3</sup>)



Electricity Consumption by Property (mWh)



**5**  
consecutive years  
of reducing our  
energy usage intensity



Wynn Macau  
and Wynn Palace  
recycled a total of  
**3,858 kg** of soap in  
2020 by working with  
Clean the World

## Environmental Stewardship

Throughout 2020, as a direct result of COVID-19 pandemic, we experienced a dramatic decrease in guests visiting our resorts. This created a cascading decrease in our overall use of resources including electricity and water. That said, Wynn was one of the only resorts in Macau to maintain our recycling efforts, and we managed to increase our rate of recycling by 15.6%. Throughout 2020, we streamlined several departmental processes and procedures which translated to better overall resource use and management.

### Energy Efficiency

Investing in energy efficiency is a key component of our commitment to environmental performance. Our overall energy use during 2020 declined at a steady rate from 0.42 mWh/m<sup>2</sup> to 0.33 mWh/m<sup>2</sup> (20.8% reduction as compared with the year before), partially attributed to reduced guest numbers both staying in our hotels and frequenting our casinos and F&B outlets as a result of COVID-19 related restrictions.

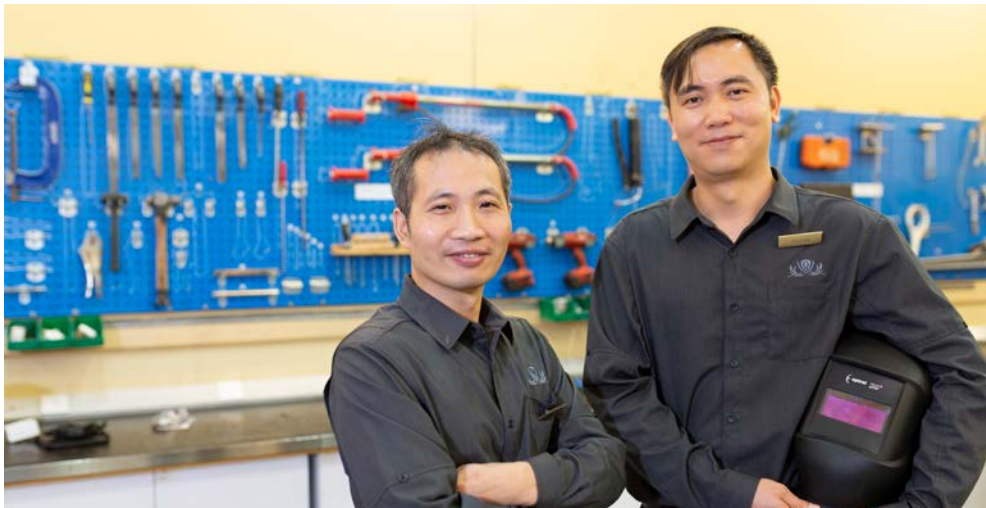


### MAINTAINING A SUSTAINABLE INTEGRATED RESORT

We always aim to go above and beyond and our technicians and engineers are focused on always maintaining our resorts to the best-in-class standards our guests expect.

As one can imagine, from heating, ventilation, and air conditioning, to energy and water, there are many moving parts in an integrated resort that require constant attention. Every day, members of our Facilities team walk throughout our properties on a mission. It is their job to ensure our properties are running optimally while conserving resources.

A great example in 2020 came from Minghui Guo, a Senior Technician and Facilities department team leader, who is responsible for equipment maintenance at Wynn Palace. He noticed that the steam presses in our laundry facilities were constantly switched on due to the way they had been designed by the manufacturer, even when not always fully utilized by operations. Recognizing this, he devised an idea that would help save steam and save energy. He and two other members of the Facilities team developed a solution to address the issue – to modify the steam pipeline by installing individual pneumatic valves and timer controls to regulate steam supply. Once testing was successfully completed, we extended this innovative solution to all steam presses in our laundry facilities.



## Conserving Water

Our aim is to reduce the amount of water we use by maximizing our water efficiencies. We monitor and reduce our water usage in several ways, such as investing in smart technologies, monitoring our water use on a functional basis, aligning best practices across our resorts, as well as investing in equipment for water efficiency.

Our internal water conservation program is centered around education, innovation and monitoring. We have installed water saving fixtures throughout our properties and developed a comprehensive monitoring program which allows us to rapidly identify any potential spikes in water use to ensure we can rectify them immediately. We also consistently provide information and reminders to our team members to be more aware of their water use at home and also at work, including providing useful tips in how to minimize departmental water use from kitchen and laundry to housekeeping and horticulture.

A significant amount of water usage in our operations comes from activities of our guests, which decreased in 2020. Water usage decreased overall by 29.0% versus the previous year.

## Minimizing Emissions

We have seen that by investing in and nurturing a working community where everyone feels their ideas can be supported, we are able to manage a truly sustainable integrated resort. Every day our team seeks out solutions to make our resorts run better - whether they are for energy efficiency, reducing water usage, or reducing our emissions. We have also consistently lowered our GHG emissions<sup>1</sup>, achieving a total GHG emissions reduction of 31.1% since 2017.



## Reducing Waste

To further our commitment to resource conservation, our resorts have innovative reuse and recycling programs in place for everything from food waste to soap. At both our properties, we recycle cardboard, plastic, aluminum cans, scrap metal, paper, soap, cooking oil, glass, and batteries. In 2020, our general waste decreased by 53.5% partially due to low guest numbers but also because we continued our recycling program. As such, our recycling rate increased by 15.6% versus the previous year.

<sup>1</sup> Factors that contribute to our GHG emissions include stationary energy usage in all forms including electric, diesel, natural gas and liquefied petroleum gas. Also included is mobile combustion based on fuel consumption by our guest transport vehicles.

## Embedding Circularity

By adhering to a circular-economy approach and by continuing our many reduce, reuse, and recycle initiatives, we have made great progress in reducing the amount of waste we create.

For years we have been pioneering new approaches to tackling food waste, an issue with both economic and environmental costs. We became the first in Macau to adopt the "**Winnow Vision System**" across our properties, which uses computer vision-based monitoring technology powered by AI and machine learning to track and measure what food is being wasted. The system then delivers data-driven insights, enabling our team to take an analytical approach to food production while enhancing efficiency without compromising on quality. Since its implementation in several Wynn restaurants, we have cut food waste by up to 35% while also ensuring a more responsible use of precious resources.

In 2020, we continued or activated several circular economy programs:



**Novetex textile upcycling** where we send our used textiles to Novetex in Hong Kong who then recycles the fabric into new yarn that can then be made into new textile products such as scarves and beanies. Learn more on page 49.



Helped to eliminate the production, transportation, and supply of approximately eight million plastic bottles annually, significantly reducing our plastic waste and the associated carbon footprint through the use of our new **Nordaq 2000 onsite automated water bottling plant** which can refill 2,000 bottles of water per hour. With this system we are filtering drinking water into reusable glass bottles, making Wynn the first integrated resort in Macau to introduce this sustainable measure.





Team members donated their **used denim** to local charities that make new products out of the material.



Donating **unused furniture** to local charities such as the Association for Rehabilitation of Drug Abusers of Macau (ARTM). Repurposing wooden **shipping pallets** into furniture.



Continuing our multi-year engagement with **Clean the World** - a non-profit foundation that protects the environment and saves lives by giving recycled soap products to people in need to help prevent hygiene-related illness. We have recycled nearly 37 metric tons of soap through this program since 2014.



Repurposing Wynn's fruit into infused fruit tea, apple chips, and soup packages which have become signature products at the training restaurant of **Fuhong Society of Macau** and **Oxfam** who share the packages with underprivileged groups across Macau.



Diverting food waste from landfills by converting it in our **onsite composter** and using it as nutrient-rich landscaping fertilizer on our properties.







## GIVING NEW LIFE TO OUR TEXTILES WITH NOVETEX - THE BILLIE UPCYCLING

With the help from The Billie System via Novetex in Hong Kong, Wynn is the first integrated resort in Macau to utilize an innovative sustainable solution for upcycling textiles. The Billie System, developed by Novetex together with the Hong Kong Research Institute of Textiles and Apparel, is an innovative way of giving new life to textile waste. Unlike most recycling processes for yarns, The Billie System does not consume water or produce chemical waste. Textile waste is reduced to fibers and then blended with other materials to produce yarn to make new products and garments.

In August 2019, we sent our first batch of worn-out cashmere blankets from our spas to Novetex in Hong Kong. In 2020, we have continued this practice and sent our discarded staff uniforms to Novetex in Hong Kong for continued upcycling.



## DONATING FOOD ACROSS MACAU

Leveraging data that we have been collecting from the Winnow AI food waste reduction system, we launched a food donation program in 2019 to regularly donate food items to different community organizations. Every week, we redistribute food and whole fruits through donations to several local non-governmental organizations (NGOs) such as Cats and Dogs Guardian Angel Association (Macao), Fuhong Society of Macau, The Women's General Association of Macau, Richmond Fellowship of Macau, and Escola Caritas de Macau. In 2020, we have donated over 6,000 kg of food.



## Communicating About Sustainability

Our commitment to sustainability is a priority for us and we strive to continue to develop it in various ways, namely by raising awareness about sustainability-related topics to our team and local community members. In 2020, we shared our knowledge and efforts on sustainability with local students in several ways:

- Over 40 students from the Macau University of Science and Technology's Faculty of Hospitality and Tourism Management paid a visit to Wynn Palace's back-of-house area. Students were shown how an integrated resort like ours can contribute to sustainable development via the implementation of various green initiatives in our community. Divided into smaller groups, students toured our resorts and visited several sustainability facilities such as the vertical garden, our aquaponic system, our Forbes Five-Star SW Steakhouse, and Wynn Palace's hotel suites. They also had the chance to learn more about our advanced green solutions, including the Winnow AI food waste management system and the Nordaq water bottling plant.
- Wynn partners with the University of Macau to offer a sustainability internship every year for a third-year undergraduate student. In 2020, the selected student was brought into the Sustainability department to understand and learn more about how Wynn goes about acting sustainably through waste diversion, energy reduction, increasing recycling, educating team members and the community, and by bringing new sustainable innovation projects to Wynn.
- Wynn Care and the Wynn Green Team collaborated to produce a brand-new series of Fun Eco Living videos for our team. The videos feature topics such as eco-friendly hacks for daily life, how electric vehicles reduce emissions and noise pollution, recommendations on recycling by making the most of the 5 R's (refuse, reduce, reuse, repurpose and recycle), how to host waste-free (zero waste) celebrations, how prevalent plastics are in our lives and how to reduce our usage of them.



By showing younger generations our vision towards sustainability, we hope to encourage and raise their awareness of sustainable development and make the planet a better place to live, work, and enjoy.

We are also keen to showcase ways that sustainability can be embedded into even the oldest of traditions. An exciting example of this was when we celebrated both the 71<sup>st</sup> anniversary of the founding of the People's Republic of China and the Mid-Autumn Festival during the month of October 2020. In partnership with the Macao International Brand Enterprise Commercial Association, we collaboratively hosted the 5<sup>th</sup> Macao International Lantern Festival. We created collaboration with MAA Marreiros Architectural Atelier Ltd., a Macau-based world-renowned company owned by a local artist, and with the support of the Macao Government Tourism Office and the Municipal Affairs Bureau of Macau, 17 butterfly and hot air balloon lantern sculptures were displayed along the lakeside promenade of Wynn Macau. Designed with sustainability in mind, solar powered lights were used for all of the reusable lanterns and sculptures which resembled flying butterflies dancing among flowers as well as hot air balloons.



## *Our Governance*

# Our Governance

Wynn has the only resort in the world with eight individual Forbes Five-Star award, achieving the honor for the fifth consecutive year. For our dedicated team of professionals who provide this level of service excellence to our guests, their work is more than a career; it's a calling. Through effective leadership and rigorous corporate oversight, the Board and executive team take their duty to protect and enhance our remarkable corporate culture seriously as we aim to push the entire hospitality industry to new heights every year.

We evolve 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.

With clear, environmental, social and governance (ESG)-centric values as our guide, we continue to make significant strides on our path to fit-for-purpose governance in ways that are responsible, accountable, and transparent. In 2020 and beyond, we are confident the overriding quality that makes Wynn the world leader in luxury - our unwavering commitment to excellence - is the same quality that will keep us positioned at the forefront of the global hospitality industry for decades to come.

## Responsible Gaming

We are committed to supporting responsible gaming initiatives and have pledged to make responsible gaming an integral part of our daily operations. 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 that promote responsible gaming. Examples of how we do this include but are not limited to:

- Providing education to new employees on responsible gaming as well as periodic refresher training;
- Making information available to all patrons explaining the probabilities of winning or losing at the various games offered by our casinos;
- Advertising responsibly by including a responsible gaming message and/or a toll-free helpline number in advertising messaging where practical; and
- Placing media where most of the audience is reasonably expected to be above the legal age to participate in gaming activity.



### BRINGING RESPONSIBLE GAMING TO THE BIG SCREEN

Aligning with the Macau government's responsible gaming campaign theme of "Lost Control, Lose Family", in 2020 we once again ran our "Responsible Gaming Script Contest" and turned the winning piece into a micro-film production. To further strengthen the public's awareness of responsible gaming, we hosted an exciting premiere of the film: Responsible Gaming 2020 "Stay Control...or Lose". Over a hundred guests including representatives of related responsible gaming service organizations, local teachers and students, as well as their relatives and friends attended.

After the premiere, the screenwriter and actors shared their experiences in creating the film, and representatives of government and service organizations were invited to convey the message of responsible gaming – all to raise awareness and promote the topic in a positive, engaging way.

Wynn will continue to actively participate in various education and community engagement programs to communicate with the public and tourists about responsible gaming, and so facilitate a stable, sustainable, and healthy development of Macau's gaming industry.



## Anti-Money Laundering

We follow responsible gambling best practices to promote and foster a culture of compliance. We also allocate substantial employees' time to anti-money laundering compliance, which has involved:

- Establishing a system of internal controls and policies and procedures to assure ongoing compliance with anti-money laundering requirements;
- Ensuring independent testing of anti-money laundering compliance of a scope and frequency that matches the money laundering and terrorist financing risks present;
- Training casino personnel, as warranted for individual jobs, in the identification of unusual financial transactions or suspicious activities, in the recording and aggregation of currency transactions, and all legal requirements and the casino's compliance policies and procedures;
- Designating an individual or individuals responsible for assuring day-to-day anti-money laundering compliance at all venues; and
- Providing adequate resources to compliance functions.

Anti-money laundering training across our team is conducted to help employees detect suspicious financial activities and regularly perform internal audits to help prevent it. We experienced no monetary losses due to legal proceedings associated with money laundering in 2020.

## Our Code of Ethics

To earn and sustain the respect of our guests, colleagues, regulators, and the investment community, we have made a true corporate commitment to compliance in all that we do. That means complying with applicable laws and regulations, as well as with the highest standards of integrity and ethical business conduct.

We are committed to ensuring that our workplace community is defined by honesty, integrity, and excellence. To demonstrate this, all employees, officers and directors, agents, and representatives of Wynn must comply with our Code of Business Conduct and Ethics (Code), which has been approved by our Board. The Code provides employees with guidance and contacts for asking questions and for reporting behaviors that might violate our principles. Because the Code covers such topics as diversity and inclusion, conflicts of interest, political activities, information security, and more, it is foundational to our commitments to sustainability. The audit and risk committee of our Board has responsibility for periodic review and recommendations regarding the Code, as well as other matters of compliance and risk assessment, giving the committee important oversight of our sustainability journey.

## Communicating Concerns

Our Code applies to all employees, officers, directors, and agents of Wynn and its affiliates, regardless of position. If a team member should know of or suspect a violation of applicable laws, rules or regulations, the Code, or the Company's related policies, they are 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, or via "The Wire" our internal platform or one of our whistleblowing hotlines. Our InTouch hotline is available to handle reports on all types of unethical or illegal activity, including but not limited to, violations of accounting, auditing or securities laws, any form of harassment or discrimination, and any misconduct by employees or guests.

Team members can make a report confidentially and anonymously and all reports of potential misconduct will be treated confidentially to the extent possible. No one will be subject to retaliation or adverse employment action because of a good faith report of suspected misconduct or for assisting in any investigation of suspected misconduct. 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.

As part of the Code, we have policies in place to ensure effective and thoughtful labor relations practices including:

### Harassment Prevention Policy

We believe that all employees are entitled to work in a safe environment where they are treated with dignity and respect. Wynn does not tolerate offensive, demeaning, insulting, or otherwise derogatory conduct, and is committed to a workplace that is free from sexual harassment and harassment based on other legally protected characteristics, or any other basis protected by local law, ordinance or regulation. 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 action, up to termination of employment for inappropriate conduct. We also believe that we all have a role in creating a positive, safe, respectful work environment. All employees are required to follow and help enforce the Company's harassment and discrimination-related policies and advise the Employee Relations department, the Compliance Officer, the Legal department, the Senior Vice President of Human Resources or one of our hotlines if they believe those policies have been violated.

### Human Trafficking Prevention Statement

We recognize the destructive effect of human trafficking on the global community as well as the potential intersection between human trafficking and the hospitality industry. We condemn all forms of human trafficking and are committed to implementing effective systems and controls to prevent human trafficking from taking place at our resorts.

For our own operations, and as one of our Sustainability Principles, our Human Resources and Corporate Investigation teams are vigilant in ensuring operations comply with all labor laws and regulations through established processes and control checkpoints. Given our internal processes and the labor laws of Macau, and the preapproval requirement by the government for any new hire, the potential of forced or child labor in our resorts is remote. Regardless, we strictly prohibit any child or forced labor and comply with all applicable local laws and regulations such as the "Labour Relations Law" of Macau.

## Sustainability Governance

Our Board, assisted and advised by the board committees and executive management, oversees our approach to sustainability and ESG reporting. The sustainability committee, consisting of representatives from different departments and disciplines, advises and assists executive management to develop policies, implement processes, and monitor strategies that promote sustainable development. The Board and the audit and risk committee meet quarterly and evaluate, priorities and manage material ESG-related issues (including risks to Wynn's businesses), and review the overall effectiveness of our risk management processes, including ESG.

In 2018, we set up a formal Sustainability department with a dedicated team, led by the Vice President of Sustainability, who reports to the Chief Financial Officer. Our Sustainability team oversees the day-to-day management and implementation of our socially and environmentally focused programs and initiatives. With 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 also report to the sustainability committee and take on the responsibility of implementing sustainability activities within their various departments. Learn more about the activities of the green teams in the [Our Planet](#) section.

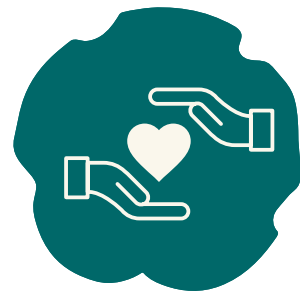
### AT A CORPORATE LEVEL, OUR OVERARCHING COMMITMENT TO SOCIAL RESPONSIBILITY INCLUDES:



Creating a five-star workplace



Fostering a diverse and inclusive workforce



Furthering social impact initiatives in our communities



Minimizing the harm and maximizing the benefit that we have on our community and environment by using and sourcing energy and materials responsibly



Elevating our corporate governance practices to ensure they appropriately support the long-term interests of our stakeholders



Investing in the training and development of our employees and others in our community

To learn more about our corporate governance and the overall governance structure of the organization, see our [2020 Annual Report](#).



## ESG Risks and Opportunities

We recognize that the nature of our business and the environment in which we operate exposes 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 issues.

Our Board has the ultimate responsibility for evaluating company-wide risks and for determining the nature and extent of which it is willing to take in achieving the Company's strategic objectives. As part of this integrated company-wide risk management process, the sustainability committee proactively evaluates sustainability risks by meeting on a regular basis.

We monitor the development of specific high-profile issues using a variety of risk management frameworks including an enterprise risk management framework, as well as a risk management and compliance system. We also provide onsite risk management training to our department heads and middle management staff during the year to foster a culture of risk management awareness and support the sustainable growth of the entire organization.

We acknowledge a range of potential risks and opportunities that either exist within the nature of our operations or are externalities that may impact our operations from time to time, and we do our best to anticipate their impact and address them as best we can. Inherent to the risk reward equation, risks always have associated opportunities. Wynn's sustainability committee's focus is to mitigate relevant risks and take advantage of the potential opportunities.



At the top of both the risks and opportunities lists sits a consistent Macau-specific risk related to obtaining, developing, and retaining a talented workforce. To address this risk, Wynn has created a culture of empowering our dynamic workforce that focuses on nurturing and maintaining our stellar team. These efforts enable our continued commitment to deliver Forbes Five-Star service at our Macau resorts. See the [Our People](#) section for more details.

## Business Continuity

Wynn has a Business Continuity Plan (BCP) in place to provide the guidance needed to reduce and recover from the impact of a pandemic, as well as natural or man-made disasters and other significant events, through proactive measures. This includes measures to ensure Wynn can resume normal operations in the shortest possible time.

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

- **Emergency Response:** employee and customer safety;
- **Operations Assessment Crisis Management:** establish incident command center, coordinate communications; and
- **Business Continuity:** prioritize business operations recovery, implement alertness processes.

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## *About this Report*



# About this Report

This Sustainability Report (Report) covers the calendar year 2020. 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 for the convenience of our readers. Comprehensive coverage of our financial performance can be found in our [2020 Annual Report](#).

This Report was developed referencing existing local and globally recognized reporting frameworks. It has been prepared in accordance with Appendix 27 of the listing rules of Hong Kong Exchanges and Clearing Limited (HKEX) ESG Reporting Guide and referencing the Global Reporting Initiative (GRI) Standards, covering the core operations and activities of Wynn. It also references the Sustainability Accounting Standards Board (SASB) for industry-specific impacts in the hotel, gaming and F&B industries. In addition, we prepared our carbon footprint disclosures using the GHG Protocol.

An ESG related [Performance Metrics](#) and a [Content Index](#) are included at the end of the Report to help readers easily locate relevant information across the Report and to demonstrate compliance with the HKEX ESG Reporting Guide.

## Material ESG Topics

As outlined in our Sustainability Principles, our approach to sustainability is inclusive of topics that we consider to be material and significant to our business practices. We use the concept of materiality as a framework for the allocation of financial and human capital and have set various internal goals for certain material topics, which we monitor on a quarterly basis. Executive management and the Board are responsible for our efforts toward ESG, and we have linked monetary awards to performance over said initiatives.

Each reporting cycle, we internally assess material ESG topics based on our business model and the industry in which we operate. We begin with a risk assessment and consider topics that may potentially impact our operations. We then review and prioritize all topics that stakeholders, especially investors, may find relevant in making investment decisions about the Company. We also make a comprehensive comparison to what our peers are reporting, and look to various frameworks including the HKEX ESG Reporting Guide, GRI Standards, and SASB industry standards for reporting. We revisit these frameworks regularly and rely on external resources for updates to the evolving requirements.

In 2019, our material ESG topics have been revised based on an internal assessment with consideration of the above listed frameworks. The identified internal concerns were then mapped against external stakeholders concerns within the region. To strengthen our assessment, we also analyzed emerging trends that could impact our operations in the future.

Corporate governance is considered a material ESG topic. Governance is extensively covered within our [2020 Annual Report](#).

We have a comprehensive suite of policies and statements of procedures in place to govern our processes. For a summary of policies refer to our [Sustainability Principles](#).

## Report Boundary

Following identification of our material topics, we determined the boundaries for each material issue with reference to HKEX ESG Reporting Guide, GRI Standards, and SASB industry standards. This involved a boundary mapping exercise and subsequent validation and sign-off by relevant sustainability team members that support Wynn's response to the relevant material topics.

The table below indicates the internal and external impacts of the Company's activities and the stakeholder groups most affected by these actions for each of our material ESG topics.

Material Topics	Primary Impact		Primary Stakeholder Groups Affected
	Internal	External	
<b>Environmental</b>			
Climate Change / Emissions		X	Local communities, Macau government and governmental agencies
Energy Usage	X	X	Local communities, Macau government and governmental agencies
Water Usage	X	X	Local communities, Macau government and governmental agencies
Waste and Recycling	X	X	Local communities, Macau government and governmental agencies
Sourcing Responsibly		X	Local communities, Suppliers and local SMEs
<b>Social</b>			
Socio-Economic Impact		X	Investors, Macau government and governmental agencies, Suppliers and local SMEs, NGOs
Employee Relations	X		Employees, Macau government and governmental agencies
Health and Safety	X	X	Employees, Guests, Macau government and governmental agencies
Community and Guests Relations		X	Local communities, Guests, Macau government and governmental agencies, NGOs
Food Quality and Safety	X	X	Employees, Guests
<b>Governance</b>			
Governance	X	X	Investors, Macau government and governmental agencies, NGOs
Anti-corruption	X	X	Macau government and governmental agencies, NGOs
Responsible Gaming	X	X	Employees, Guests, Macau government and governmental agencies, NGOs
Ethics	X	X	Employees, Guests, Macau government and governmental agencies

## Stakeholder Engagement

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

The stakeholders we engage are selected based on their relationships with the Company and include Wynn's employees, suppliers and local SMEs, guests, investors and representatives from NGOs, local communities, and Macau government bureaus. We consider our stakeholders as valued long-term partners and have set up strategic, collaborative business relationships to better understand the ever-evolving needs of those impacted by the activities and decisions of our Company. These collaborations shape the content of this Report and help us communicate our progress to our stakeholders.

## Macau Government Bureaus



Wynn values our relationship with the Macau SAR government bureaus and believes it is critical to understand government priorities.

### HOW WE ENGAGE

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

## Guests



Providing the ultimate guest experience is at the center of Wynn's business model. Meaningful interaction 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

## NGOs



Building good relationships with NGOs helps Wynn become aware of reputational and other risk issues related to its 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

## 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 its carbon footprint.

### HOW WE ENGAGE

- » Business relationships and partnerships
- » Local SMEs partnerships

## 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
- » Staff informational exhibitions
- » Reward and recognition programs
- » Wynn Stories

## Investors



Wynn engages with its 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

## 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



# *2020 Performance Metrics*

## Procurement

Procurement Spend Percentage by Region	2020	2019	2018
Macau	82.8%	76.1%	73.3%
Hong Kong	11.0%	14.7%	18.8%
Others	6.2%	9.2%	7.9%

Procurement Suppliers Percentage by Region	2020	2019	2018
Macau	54.8%	50.0%	47.5%
Hong Kong	26.2%	27.5%	28.9%
Others	19.0%	22.5%	23.6%

## Employees

Workforce Demographics	2020	2019	2018
<b>Total employees<sup>2</sup></b>	<b>13,417</b>	<b>13,674</b>	<b>13,604</b>
<b>By gender</b>			
Male	6,740	6,877	6,819
Female	6,677	6,797	6,785
<b>By age group</b>			
Under 30 years old	2,561	3,051	3,208
- % of workforce	19.1%	22.3%	23.6%
30-50 years old	8,012	7,984	7,869
- % of workforce	59.7%	58.4%	57.8%
Over 50 years old	2,844	2,639	2,527
- % of workforce	21.2%	19.3%	18.6%
<b>Employees by gender (male / female)</b>	<b>50.2% / 49.8%</b>	<b>50.3% / 49.7%</b>	<b>50.1% / 49.9%</b>
<b>Employees at management level<sup>3</sup></b>	<b>1,166</b>	<b>1,238</b>	<b>1,551</b>
Management employees <sup>3</sup> (% of workforce)	8.7%	9.1%	11.4%
<b>Turnover statistics</b>			
Turnover rate <sup>4</sup>	6.6%	11.7%	14.6%
Voluntary turnover rate <sup>5</sup>	4.2%	10.1%	12.9%
Involuntary turnover rate <sup>6</sup>	2.4%	1.6%	1.7%
<b>Employee Health and Safety</b>			
<b>Injury rate (IR) (incidents per 200,000 hours)<sup>7</sup></b>	<b>1.3</b>	<b>3.2</b>	<b>4.0</b>
<b>Lost days rate (LDR) (days per 200,000 hours)<sup>8</sup></b>	<b>25.0</b>	<b>78.5</b>	<b>63.0</b>
<b>Absentee rate (AR) (% of total days worked)<sup>9</sup></b>	<b>1.4%</b>	<b>2.0%</b>	<b>2.0%</b>

<sup>2</sup> In 2020 and 2019, total employees is calculated as the average number of employees at the beginning and at the end of the year, which is the change of methodology from previous years where we consider total employees at the end of the year.

<sup>3</sup> Management employees include employees in a managerial role and not strictly defined by level or title.

<sup>4</sup> Turnover rate is calculated using average employees as the denominator.

<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 as 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

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

	2020	2019	2018
% of employees trained <sup>10</sup>	89.3%	96.6%	69.5%
% of employees trained - male / female <sup>10</sup>	87.4% / 91.3%	96.2% / 96.9%	63.4% / 75.6%
% of employees trained - management / non-management <sup>10</sup>	97.2% / 88.6%	95.1% / 96.7%	76.4% / 68.8%
Average employee training (hours) - male / female <sup>11</sup>	6.9 / 8.3	11.1 / 13.6	8.7 / 10.1
Average employee training (hours) - management / non-management <sup>11</sup>	17.6 / 7.1	17.0 / 10.9	20.1 / 10.6
% of employees anti-corruption policies communicated	94% <sup>12</sup>	100% <sup>13</sup>	NA
Number of management employees receiving formal anti-corruption training	745	735	188

## Community

	2020	2019	2018
Monetary donations (HK\$ millions)	119.6	140.4	101.6
Events <sup>14</sup>	93	156	100
Volunteer hours <sup>15</sup>	14,000	15,959	10,573
WE Volunteer team members	2,635	2,442	1,456
Event Participants <sup>16</sup>	4,018	4,519	2,912

<sup>10</sup> The percentage of employees trained is calculated using the total employees that worked during the year (including turnover).

<sup>11</sup> The average employee training hours per employee is calculated using the average employees during the year.

<sup>12</sup> The percentage for 2020 decreased because several employees were not able to complete the annual policy acknowledgement as they were stranded outside Macau, or were taking voluntary time off during the year due to COVID-19 related measures.

<sup>13</sup> The percentage excludes team members on long-term leave.

<sup>14</sup> Events included both Wynn and non-Wynn organized events in which Wynn team members participated.

<sup>15</sup> Volunteer hours for 2020 and 2019 included friends and families of employees who also participated in the events (2,627 hours for 2020 and 2,992 hours for 2019, respectively).

<sup>16</sup> Event participants for 2020 and 2019 included friends and families of employees who also participated in the events (632 for 2020 and 473 for 2019, respectively).

## Environmental Performance

	2020	2019	2018
Nitrogen oxides emissions (NOx in kg per kilometer) (guest transport)	448	8,212	10,352
Sulphur oxides emissions (SOx in kg per liter) (guest transport)	2	18	23
Particulate matter emissions (PM in kg per kilometer) (guest transport)	43	812	1,024
Greenhouse gas emissions (t CO <sub>2</sub> e) <sup>17</sup>	188,193	253,375	249,614
Scope 1 emissions (t CO <sub>2</sub> e)	9,121	14,825	16,233
Scope 2 emissions (t CO <sub>2</sub> e) <sup>18</sup>	179,072	238,550	233,381
Carbon intensity (t CO <sub>2</sub> e per m <sup>2</sup> )	0.23	0.31	0.31
Total energy consumption (mWh) <sup>19</sup>	268,340	338,634	352,892
Energy consumption intensity (mWh per m <sup>2</sup> ) <sup>20</sup>	0.33	0.42	0.43
Non-hazardous waste (tonnes)	7,054	15,177	14,025
Non-hazardous waste intensity (kg per m <sup>2</sup> )	8.66	18.6	17.2

Water Consumption (in m <sup>3</sup> )	2020	2019	2018
<b>By Location</b>			
Wynn Palace	984,432	1,390,713	1,332,358
Wynn Macau	769,662	1,080,767	1,182,253
<b>Total</b>	<b>1,754,094</b>	<b>2,471,480</b>	<b>2,514,611</b>
Water consumption intensity (m <sup>3</sup> per guest night)	5.8	2.6	2.7

Recycling (Diverted waste in kg)	2020	2019	2018
Cardboard	339,349	723,864	572,551
Glass	15,929	58,824	1,460
Cooking oil	26,377	57,119	40,457
Batteries	103,784	49,288	3,442
Scrap metal	3,831	19,695	10,359
Soap	3,858	11,255	8,908
Other <sup>21</sup>	11,454	10,323	13,942
<b>Total</b>	<b>504,582</b>	<b>930,368</b>	<b>651,119</b>

<sup>17</sup> Greenhouse gas emissions are calculated based on the Greenhouse Gas Protocol.

<sup>18</sup> The CEM electricity emissions factor changes each year based on the mix of their energy purchase. Electricity usage accounts for approximately 80% of our energy usage.

<sup>19</sup> Our energy consumption includes electricity, gas, diesel, natural gas and liquefied petroleum gas all converted to an equivalent unit. Our scope excludes offsite warehouses and dormitories, 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.

<sup>21</sup> Other includes but may not be limited to electronics, aluminium, light tubes, coffee capsules, paper, and various plastics.



## *Content Index*

# Combined GRI & HKEX Index

This index references information related to disclosures from the GRI Standards of 2016 (unless indicated otherwise) as well as the HKEX ESG Guide. 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.

GRI STANDARD DISCLOSURE	HKEX ESG GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
GRI 102: General Disclosures				
Organizational Profile				
102-1		Name of the organization		Wynn Macau, Limited ("WML", "Wynn", "we" or the "Company")
102-2		Activities, brands, products, and services		<ul style="list-style-type: none"> <li>• <a href="#">WML 2020 Annual Report</a> <ul style="list-style-type: none"> <li>- Management Discussion and Analysis</li> </ul> </li> <li>• <a href="#">Wynn Macau</a> and <a href="#">Wynn Palace</a> websites</li> </ul>
102-3		Location of headquarters	<ul style="list-style-type: none"> <li>• Welcome to Wynn</li> <li>• Content Index</li> </ul>	Rua Cidade de Sintra, NAPE, Macau SAR
102-4		Location of operations		Macau SAR, People's Republic of China
102-5	--	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>
102-6		Markets served		<a href="#">WML 2020 Annual Report</a> <ul style="list-style-type: none"> <li>- Management Discussion and Analysis</li> </ul>
102-7		Scale of the organization	<ul style="list-style-type: none"> <li>• Welcome to Wynn                             <ul style="list-style-type: none"> <li>- 2020 Highlights</li> </ul> </li> <li>• Our People                             <ul style="list-style-type: none"> <li>- Empowering Employees</li> <li>- 2020 At a Glance</li> </ul> </li> <li>• 2020 Performance Metrics</li> </ul>	<a href="#">WML 2020 Annual Report</a> <ul style="list-style-type: none"> <li>- Management Discussion and Analysis</li> </ul>
102-8	KPI B1.1	Information on employees and other workers	<ul style="list-style-type: none"> <li>• Our People</li> <li>• 2020 Performance Metrics</li> </ul>	<a href="#">WML 2020 Annual Report</a> <ul style="list-style-type: none"> <li>- Directors and Senior Management</li> </ul>
102-9	KPI B5.1 KPI B5.2	Supply chain	<ul style="list-style-type: none"> <li>• Our Communities                             <ul style="list-style-type: none"> <li>- Responsible Procurement</li> </ul> </li> <li>• About this Report                             <ul style="list-style-type: none"> <li>- Material ESG Topics</li> </ul> </li> <li>• 2020 Performance Metrics</li> <li>• Content Index</li> </ul>	<p>We have developed relationships with an exclusive network of suppliers to ensure our quality standards and procurement requirements are met on competitive terms. All suppliers are assessed using a three-phase internal approval process by senior management, department users, and Procurement and Corporate Investigation departments.</p> <p>As best as we can, we select suppliers who demonstrate sound sustainable practices that are aligned with our vision for sustainability. The supplier bidding process requires inputs from at minimum three bidders, and at least one of those must be a local, Macau-based SME wherever possible.</p>

GRI STANDARD DISCLOSURE	HKEX ESG GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
GRI 102: General Disclosures				
Organizational Profile				
102-10	--	Significant changes to the organization and its supply chain	• Content Index	In 2020, WML made no significant changes to the organization and supply chain.
102-11		Precautionary principle or approach		<a href="#">WML 2020 Annual Report</a> - Corporate Governance Report
102-12		External initiatives		<ul style="list-style-type: none"> <li>• EarthCheck (EMS) Benchmarking</li> <li>• United Nations - Sustainable Development Goals (UN SDGs)</li> <li>• HACCP</li> <li>• Sino-American Logistics Council</li> <li>• Clean the World</li> <li>• Macau Productivity and Technology Transfer Center (CPTTM)</li> </ul>
102-13		Membership of associations		<ul style="list-style-type: none"> <li>• US Green Building Council - LEED Pilot Credit Committee member</li> <li>• PATA - Sustainability and Social Responsibility Committee member</li> <li>• International Association for Food Protection (IAFP)</li> <li>• The Culinary Institute of America</li> <li>• The Food Safety Consortium (FSC) - Hong Kong Polytechnic University</li> <li>• Macau Responsible Gaming Association</li> <li>• The Women's General Association of Macau</li> </ul>
Strategy				
102-14	--	Statement from senior decision-maker	• Welcome to Wynn - A Message from Linda Chen	--
102-15		Key impacts, risks, and opportunities	• Our Governance - Sustainability Governance - ESG Risks and Opportunities	<a href="#">WML 2020 Annual Report</a> - Management Discussion and Analysis - Material Risk Factors
Ethics and Integrity				
102-16	--	Values, principles, standards, and norms of behavior	• Welcome to Wynn - Our Values / Our Core Behaviors / Living Our Principles	<a href="#">WML Sustainability Principles</a>
102-17		Mechanisms for advice and concerns about ethics	• Our Governance - Our Code of Ethics - Communicating Concerns	<a href="#">WML Sustainability Principles</a>
Governance				
102-18	--	Governance structure	• Our Governance - Sustainability Governance	<a href="#">WML 2020 Annual Report</a> - Corporate Governance Report
102-19		Delegating authority		<a href="#">WML 2020 Annual Report</a> - Corporate Governance Report
102-20		Executive-level responsibility for economic, environmental, and social topics		Our Board directly supports our sustainability initiatives by prioritizing ESG goals to drive long-term corporate value.
102-26		Role of highest governance body in setting purpose, values, and strategy		--
102-29	GD A4	Identifying and managing economic, environmental, and social impacts	• Our Governance - Sustainability Governance - ESG Risks and Opportunities	--
102-30	--	Effectiveness of risk management processes	• Our Governance - Sustainability Governance	--
102-31		Review of economic, environmental, and social topics		--
102-32		Highest governance body's role in sustainability reporting		• Content Index

GRI STANDARD DISCLOSURE	HKEX ESG GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
<b>GRI 102: General Disclosures</b>				
<b>Stakeholder Engagement</b>				
102-40	--	List of stakeholder groups	• About this Report - Stakeholder Engagement	--
102-41		Collective bargaining agreements	• Content Index	Our employees are not members of a labor union and we are not party to any collective bargaining or similar agreements with our employees.
102-42		Identifying and selecting stakeholders	• About this Report - Stakeholder Engagement	--
102-43		Approach to stakeholder engagement		--
<b>Reporting Practice</b>				
102-45	--	Entities included in the consolidated financial statements	• Content Index	<a href="#">WML 2020 Annual Report</a> - Financial Statements - Notes to Financial Statements - 1. Corporate and Group Information
102-46		Defining report content and topic boundaries	• About this Report	--
102-47		List of material topics	• About this Report - Material ESG Topics	--
102-48		Restatements of information		There have been no material restatements during the period.
102-49		Changes in reporting	• Content Index	There are no significant changes from previous reporting periods in the list of material topics and topic boundaries.
102-50		Reporting period	• About this Report • Content Index	The highlights, content, and metrics shared in this report cover calendar year 2020. We have provided trend data where feasible.
102-51		Date of most recent report	• Content Index	Our prior <a href="#">Sustainability Report</a> was published in July 2020.
102-52		Reporting cycle	• About this Report	--
102-53		Contact point for questions regarding the report	• Content Index	Rishi Tirupari, Vice President - Sustainability Email: <a href="mailto:Sustainability@wynnpalace.com">Sustainability@wynnpalace.com</a>
102-54		Claims of reporting in accordance with the GRI Standards	• About this Report	--
102-55		GRI content index	• Content Index	--

GRI STANDARD DISCLOSURE	HKEX ESG GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
<b>MATERIAL TOPICS - GRI 200 SERIES (ECONOMIC TOPICS)</b>				
<b>GRI 201: Economic Performance</b>				
103-1 103-2 (c-i)	GD B8	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>Our Communities</li> <li>Content Index</li> </ul>	To ensure the effectiveness of our community outreach programs, we engage with local NGOs to gauge their needs on a regular basis.
201-1	KPI B8.2	Direct economic value generated and distributed	<ul style="list-style-type: none"> <li>Our Communities</li> </ul>	<a href="#">WML 2020 Annual Report</a> - Financial Statements
201-2	KPI A4.1	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> <li>Our Governance                             <ul style="list-style-type: none"> <li>Sustainability Governance</li> <li>ESG Risks and Opportunities</li> </ul> </li> </ul>	--
201-3	--	Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> <li>Our People                             <ul style="list-style-type: none"> <li>Empowering Employees</li> <li>Rewarding Great Work</li> </ul> </li> </ul>	<a href="#">WML 2020 Annual Report</a> - Report of the Directors - Remuneration Policy
<b>GRI 203: Indirect Economic Impacts</b>				
103-1 103-2 (c-i)	GD B8	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>Our Communities</li> </ul>	--
203-2	KPI B8.1	Significant indirect economic impacts	<ul style="list-style-type: none"> <li>Our Communities</li> </ul>	--
<b>GRI 204: Procurement Practices</b>				
103-1 103-2 (c-i)	GD B5 KPI B5.3	Discussion of management approach and related policies (Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored)	<ul style="list-style-type: none"> <li>Our Communities                             <ul style="list-style-type: none"> <li>Responsible Procurement</li> </ul> </li> <li>About this Report                             <ul style="list-style-type: none"> <li>Material ESG Topics</li> </ul> </li> </ul>	--
--	KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	<ul style="list-style-type: none"> <li>Our Communities                             <ul style="list-style-type: none"> <li>Responsible Procurement</li> </ul> </li> </ul>	--
204-1	--	Proportion of spending on local suppliers	<ul style="list-style-type: none"> <li>2020 Performance Metrics</li> </ul>	--
<b>GRI 205: Anti-corruption</b>				
103-1 103-2 (c-i)	GD B7	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>Welcome to Wynn                             <ul style="list-style-type: none"> <li>Living Our Principles</li> </ul> </li> <li>Our People                             <ul style="list-style-type: none"> <li>Empowering Employees                                     <ul style="list-style-type: none"> <li>Training Our Team</li> </ul> </li> </ul> </li> <li>Our Governance                             <ul style="list-style-type: none"> <li>Our Code of Ethics</li> </ul> </li> <li>About this Report                             <ul style="list-style-type: none"> <li>Material ESG Topics</li> </ul> </li> </ul>	--
205-2	KPI B7.3	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> <li>Our People                             <ul style="list-style-type: none"> <li>Empowering Employees                                     <ul style="list-style-type: none"> <li>Training Our Team</li> </ul> </li> </ul> </li> <li>Content Index</li> </ul>	<p>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.</p> <p>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.</p> <p>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.</p> <p>Additionally, all new employees are required to acknowledge understanding of the Company's Code of Business Conduct and Ethics.</p>

GRI STANDARD DISCLOSURE	HKEX ESG GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
<b>MATERIAL TOPICS - GRI 200 SERIES (ECONOMIC TOPICS)</b>				
<b>GRI 205: Anti-corruption</b>				
205-3	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)	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	<p>There were no incidents of corruption nor any identified legal cases regarding corrupt practices in 2020. We have not identified any non-compliance with laws and/or regulations.</p> <p><a href="#">WML 2020 Annual Report</a></p> <ul style="list-style-type: none"> <li>- Financial Statements</li> <li>- Notes to Financial Statements</li> <li>- 25. Commitments and Contingencies</li> </ul>
--	KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	<ul style="list-style-type: none"> <li>• Our Governance</li> <li>- Our Code of Ethics</li> <li>- Communicating Concerns</li> </ul>	--
<b>GRI 206: Anti-competitive Behavior</b>				
206-1	--	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	<p><a href="#">WML 2020 Annual Report</a></p> <ul style="list-style-type: none"> <li>- Financial Statements</li> <li>- Notes to Financial Statements</li> <li>- 25. Commitments and Contingencies</li> </ul>
<b>MATERIAL TOPICS - GRI 300 SERIES (ENVIRONMENTAL TOPICS)</b>				
<b>GRI 301: Materials</b>				
103-1 103-2 (c-i)	GD A2 GD A3	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	<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 2020. Packaging related to procurement of goods is handled as part of our plastic reduction plan and waste management system.</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)		
<b>GRI 302: Energy</b>				
103-1 103-2 (c-i)	GD A2 GD A3	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>• Our Planet</li> <li>• About this Report</li> <li>- Material ESG Topics</li> <li>• Content Index</li> </ul>	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.
302-1	KPI A2.1	Energy consumption within the organization	<ul style="list-style-type: none"> <li>• Our Planet</li> <li>- Environmental Stewardship</li> <li>• 2020 Performance Metrics</li> <li>• Content Index</li> </ul>	Total energy consumption includes contracted guest bus fuel consumption.
302-2	--	Energy consumption outside of the organization	<ul style="list-style-type: none"> <li>• 2020 Performance Metrics</li> <li>• Content Index</li> </ul>	Contracted guest tour coach buses are included in our calculations.
302-3	KPI A2.1	Energy intensity	<ul style="list-style-type: none"> <li>• 2020 Performance Metrics</li> <li>• Content Index</li> </ul>	Energy usage intensity is comprehensive of resort operations including gaming, convention, hotel, retail, and F&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&B covers, total employees) that may increase or decrease energy usage are considered in the equation.
302-4	KPI A2.3	Reduction of energy consumption (Description of energy use efficiency initiatives and results achieved)	<ul style="list-style-type: none"> <li>• Our Planet</li> <li>- Environmental Stewardship</li> <li>• 2020 Performance Metrics</li> </ul>	--



GRI STANDARD DISCLOSURE	HKEX ESG GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
<b>MATERIAL TOPICS - GRI 300 SERIES (ENVIRONMENTAL TOPICS)</b>				
<b>GRI 303: Water and effluents (2018)</b>				
103-1 103-2 (c-i)	GD A2 GD A3	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>• Our Planet                             <ul style="list-style-type: none"> <li>- Environmental Stewardship</li> </ul> </li> <li>• About this Report                             <ul style="list-style-type: none"> <li>- Material ESG Topics</li> </ul> </li> <li>• Content Index</li> </ul>	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.
303-1 (a and c)	KPI A3.1	Interactions with water as a shared resource (Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them)	<ul style="list-style-type: none"> <li>• Our Planet                             <ul style="list-style-type: none"> <li>- Environmental Stewardship</li> </ul> </li> <li>• Content Index</li> </ul>	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.  We assess water risk using the World Resource Institute Water Stress Map.  Water Risk Assessment 2020: Macau: Low - Medium (10-20%)  Source: <a href="#">World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas</a>
303-3	KPI A2.4	Water withdrawal (Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved)		
303-5	KPI A2.2	Water consumption in total and intensity (e.g., per unit of production volume, per facility)	<ul style="list-style-type: none"> <li>• 2020 Performance Metrics</li> <li>• Content Index</li> </ul>	Water usage is comprehensive of resort operations, including water use from food & beverage 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&B covers, total employee) that may increase or decrease water usage are considered in the equation.
<b>GRI 305: Emissions</b>				
103-1 103-2 (c-i) 307-1	GD A1 GD A3	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>• Our Planet                             <ul style="list-style-type: none"> <li>- Environmental Stewardship</li> </ul> </li> <li>• About this Report                             <ul style="list-style-type: none"> <li>- Material ESG Topics</li> </ul> </li> <li>• Content Index</li> </ul>	We have internal emissions monitoring and auditing systems that span across the organization. Results are reported monthly and audited annually. The Sustainability team meets monthly 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.  In 2020, there were no confirmed incidents of non-compliance or grievances confirmed in relation to environmental protection laws or regulations that have a significant impact on us.
305-1	KPI A1.1 KPI A1.2 KPI A1.5	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> <li>• Our Planet                             <ul style="list-style-type: none"> <li>- Environmental Stewardship</li> </ul> </li> <li>• 2020 Performance Metrics</li> </ul>	--
305-2		Energy indirect (Scope 2) GHG emissions		
305-4		GHG emission intensity		
305-5		Reduction of GHG emissions		
305-7		Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		

GRI STANDARD DISCLOSURE	HKEX ESG GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
<b>MATERIAL TOPICS - GRI 300 SERIES (ENVIRONMENTAL TOPICS)</b>				
<b>GRI 306: Waste (2020)</b>				
103-1 103-2 (c-i)	GD A1 GD A3	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>• Our Planet                             <ul style="list-style-type: none"> <li>- Environmental Stewardship</li> <li>- Reducing Waste</li> </ul> </li> <li>• About this Report                             <ul style="list-style-type: none"> <li>- Material ESG Topics</li> </ul> </li> </ul>	--
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)	<ul style="list-style-type: none"> <li>• Our Planet                             <ul style="list-style-type: none"> <li>- Environmental Stewardship</li> <li>- Reducing Waste</li> </ul> </li> </ul>	--
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))	<ul style="list-style-type: none"> <li>• Our Planet                             <ul style="list-style-type: none"> <li>- Environmental Stewardship</li> <li>- Reducing Waste</li> </ul> </li> <li>• 2020 Performance Metrics</li> <li>• Content Index</li> </ul>	Hazardous waste is not considered a material issue to Wynn as the nature of our business rarely creates such waste. Any hazardous waste we create is disposed of according to local regulations.
	KPI A1.4			--
--	KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	<ul style="list-style-type: none"> <li>• Our Planet                             <ul style="list-style-type: none"> <li>- Environmental Stewardship</li> <li>- Reducing Waste</li> </ul> </li> </ul>	--
<b>MATERIAL TOPICS - GRI 400 SERIES (SOCIAL TOPICS)</b>				
<b>GRI 401: Employment</b>				
103-1 103-2 (c-i) 419-1	GD B1	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>• Our People</li> </ul>	--
401-1 (b)	KPI B1.2	Employment turnover	<ul style="list-style-type: none"> <li>• Our People                             <ul style="list-style-type: none"> <li>- Empowering Employees</li> <li>- 2020 At a Glance</li> </ul> </li> <li>• 2020 Performance Metrics</li> </ul>	
401-2	--	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> <li>• Our People                             <ul style="list-style-type: none"> <li>- Empowering Employees</li> <li>- Rewarding Great Work</li> </ul> </li> </ul>	
401-3	--	Parental leave	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	In 2018, we strengthened our family-friendly policies for all eligible team members by increasing maternity and paternity paid leave to 10-week and 1-week, respectively.

GRI STANDARD DISCLOSURE	HKEX ESG GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
<b>MATERIAL TOPICS - GRI 400 SERIES (SOCIAL TOPICS)</b>				
<b>GRI 403: Occupational Health &amp; Safety (2018)</b>				
103-1 103-2 (c-i) 403-1 419-1	GD B2 KPI B2.3	Discussion of management approach and related policies (Description of occupational health and safety measures adopted, and how they are implemented and monitored)	<ul style="list-style-type: none"> <li>• Our People                             <ul style="list-style-type: none"> <li>- Leading Through Crisis</li> <li>- Keeping Our Team Safe</li> </ul> </li> <li>• About this Report                             <ul style="list-style-type: none"> <li>- Material ESG Topics</li> </ul> </li> <li>• Content Index</li> </ul>	<p>In 2020, 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 2020.</p>
403-5	--	Worker training on occupational health and safety	<ul style="list-style-type: none"> <li>• Our People                             <ul style="list-style-type: none"> <li>- Leading Through Crisis</li> <li>- Keeping Our Team Safe</li> </ul> </li> </ul>	--
403-9 403-10	KPI B2.1	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)	<ul style="list-style-type: none"> <li>• 2020 Performance Metrics</li> <li>• Content Index</li> </ul>	During 2018 to 2020, there were no workplace fatalities. In 2020, our number of lost days due to work injury was 3,669 days.
--	KPI B2.2	Lost days due to work injury	<ul style="list-style-type: none"> <li>• 2020 Performance Metrics</li> <li>• Content Index</li> </ul>	
<b>GRI 404: Training and Education</b>				
103-1 103-2 (c-i) 404-2	GD B3	Discussion of management approach and related policies (Programs for upgrading employee skills and transition assistance programs)	<ul style="list-style-type: none"> <li>• Our People                             <ul style="list-style-type: none"> <li>- Empowering Employees</li> <li>- Training Our Team</li> </ul> </li> <li>• About this Report                             <ul style="list-style-type: none"> <li>- Material ESG Topics</li> </ul> </li> </ul>	We have internal policies on training, development, and advancement which all guide our approach to employee training and education.
--	KPI B3.1	The percentage of employees trained by gender and employee category	<ul style="list-style-type: none"> <li>• Our People                             <ul style="list-style-type: none"> <li>- Empowering Employees</li> <li>- Training Our Team</li> </ul> </li> <li>• 2020 Performance Metrics</li> </ul>	
404-1	KPI B3.2	Average hours of training per year per employee by gender and employee category	<ul style="list-style-type: none"> <li>• Our People                             <ul style="list-style-type: none"> <li>- Empowering Employees</li> <li>- Training Our Team</li> </ul> </li> <li>• 2020 Performance Metrics</li> </ul>	
<b>GRI 405: Diversity and Equal Opportunity</b>				
103-1 103-2 (c-i) 419-1	GD B1	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>• Our People                             <ul style="list-style-type: none"> <li>- Empowering Employees</li> <li>- Embracing Diversity and Inclusion</li> </ul> </li> </ul>	--
405-1 (b)	KPI B1.1	Diversity of governance bodies and employees (total number of employees by age group)	<ul style="list-style-type: none"> <li>• 2020 Performance Metrics</li> </ul>	

GRI STANDARD DISCLOSURE	HKEX ESG GUIDE REFERENCE	DISCLOSURE	REPORTING LOCATION	FURTHER REMARKS
MATERIAL TOPICS - GRI 400 SERIES (SOCIAL TOPICS)				
GRI 406: Non-Discrimination				
103-1 103-2 (c-i)	GDB1	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>• Our Governance                             <ul style="list-style-type: none"> <li>- Our Code of Ethics</li> <li>- Communicating Concerns</li> <li>- Harassment Prevention Policy</li> </ul> </li> <li>• Our People                             <ul style="list-style-type: none"> <li>- Empowering Employees</li> <li>- Embracing Diversity and Inclusion</li> </ul> </li> <li>• About this Report                             <ul style="list-style-type: none"> <li>- Material ESG Topics</li> </ul> </li> <li>• Content Index</li> </ul>	<p><a href="#">WML Sustainability Principles</a></p> <ul style="list-style-type: none"> <li>- Social Principles</li> <li>- Sexual Harassment and Discrimination</li> </ul> <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	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	No incidents of discrimination were reported in 2020.
GRI 408: Child Labor and GRI 409: Forced or Compulsory Labor				
103-1 103-2 (c-i) 419-1	GDB4	Discussion of management approach and related policies	<ul style="list-style-type: none"> <li>• Our Governance                             <ul style="list-style-type: none"> <li>- Our Code of Ethics</li> <li>- Communicating Concerns</li> <li>- Human Trafficking Prevention Statement</li> </ul> </li> <li>• About this Report                             <ul style="list-style-type: none"> <li>- Material ESG Topics</li> </ul> </li> <li>• Content Index</li> </ul>	<p>Our <a href="#">Sustainability Principles</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 2020.</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)	<ul style="list-style-type: none"> <li>• Our Governance                             <ul style="list-style-type: none"> <li>- Our Code of Ethics</li> <li>- Communicating Concerns</li> <li>- Human Trafficking Prevention Statement</li> </ul> </li> <li>• Content Index</li> </ul>	<p><a href="#">WML Sustainability Principles</a></p> <ul style="list-style-type: none"> <li>- Social Principles</li> <li>- Child and Forced Labor</li> </ul> <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>
GRI 416: Customer Health and Safety and GRI 418: Customer Privacy				
103-1 103-2 (c-i) 416-2	GDB6 KPI B6.5	Discussion of management approach and related policies (Incidents of non-compliance concerning the health and safety impacts of products and services)	<ul style="list-style-type: none"> <li>• Our People                             <ul style="list-style-type: none"> <li>- Caring for Our Guests</li> </ul> </li> <li>• About this Report                             <ul style="list-style-type: none"> <li>- Material ESG Topics</li> </ul> </li> <li>• Content Index</li> </ul>	<p>In 2020, 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>No products were subject to recalls for health or safety reasons.</p>
--	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	<p>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 2020.</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)	<ul style="list-style-type: none"> <li>• Content Index</li> </ul>	<p>In 2020, 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		Our Legal department monitors our commitment and compliance to intellectual property rights protection.
--	KPI B6.4	Description of quality assurance process and recall procedures		Our quality assurance process is a considered approach mandated across our service platforms.

# SASB Index

Our disclosure relates to the three SASB industry standards within our sector that we consider most relevant to our business: casino and gaming, hotel and lodging, and food and beverage industries. 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	<p>WML Electricity Consumption</p> <table border="1"> <thead> <tr> <th></th> <th colspan="2">Wynn Macau</th> <th colspan="2">Wynn Palace</th> <th colspan="2">WML Total Consumed</th> </tr> <tr> <th>Year</th> <th>(mWh)</th> <th>(Gigajoules)</th> <th>(mWh)</th> <th>(Gigajoules)</th> <th>(mWh)</th> <th>(Gigajoules)</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>115,188</td> <td>414,677</td> <td>163,634</td> <td>589,082</td> <td>278,822</td> <td>1,003,759</td> </tr> <tr> <td>2019</td> <td>112,095</td> <td>403,542</td> <td>158,063</td> <td>569,028</td> <td>270,158</td> <td>972,570</td> </tr> <tr> <td>2020</td> <td>98,997</td> <td>356,388</td> <td>127,390</td> <td>458,606</td> <td>226,387</td> <td>814,994</td> </tr> </tbody> </table>		Wynn Macau		Wynn Palace		WML Total Consumed		Year	(mWh)	(Gigajoules)	(mWh)	(Gigajoules)	(mWh)	(Gigajoules)	2018	115,188	414,677	163,634	589,082	278,822	1,003,759	2019	112,095	403,542	158,063	569,028	270,158	972,570	2020	98,997	356,388	127,390	458,606	226,387	814,994
	Wynn Macau		Wynn Palace		WML Total Consumed																																	
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		Percentage grid electricity	100% of our electricity were 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	<p>WML Water Consumption (Thousand cubic meters)</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Wynn Macau</th> <th>Wynn Palace</th> <th>WML Total Consumed</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>1,182</td> <td>1,333</td> <td>2,515</td> </tr> <tr> <td>2019</td> <td>1,081</td> <td>1,390</td> <td>2,471</td> </tr> <tr> <td>2020</td> <td>770</td> <td>984</td> <td>1,754</td> </tr> </tbody> </table>	Year	Wynn Macau	Wynn Palace	WML Total Consumed	2018	1,182	1,333	2,515	2019	1,081	1,390	2,471	2020	770	984	1,754																			
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		Percentage in regions with high or extremely high baseline water stress	<p>We assess water risk using the World Resource Institute Water Stress Map.</p> <p>Water Risk Assessment 2020: Macau: Low - Medium (10-20%) Source: <a href="#">World Resources Institute: Water Stress Rating - Aqueduct Water Risk Atlas</a></p>																																			
SV-HL-450a.1	Climate Change Adaptation	Number of lodging facilities located in 100-year flood zones	<p>Using the FM Global Flood Risk analysis for the Macau Peninsula and Cotai, the 100 and 500-year flood levels for Wynn Macau and Wynn Palace were estimated to be 2.8 and 3.4 m above the mean sea level. The ground level elevation of both Wynn Palace and Wynn Macau is about 4.5 m above mean sea level and the surrounding streets are at an elevation of 4.2 m above mean sea level. The risk is deemed to be minimal.</p> <p>Source: <a href="#">FM Global Flood Risk</a></p>																																			
SV-HL-160a.1	Ecological Impacts	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	<p>No Wynn properties are located in the following protected sites in 2020:</p> <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> <p>According to World Database of Protected Areas (WDPA): Wynn Macau: Not located on protected land. Wynn Palace: Not located on protected land. Source: Protected Planet's <a href="#">World Database of Protected Areas (WDPA)</a></p>																																			
SV-HL-160a.2		Description of environmental management policies and practices to preserve ecosystem services	<p>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 to all we do, including managing the environmental elements of our operations.</p> <p>We have committed to EarthCheck environmental management standards to help preserve ecosystem services.</p> <p>More details are provided in the <a href="#">Our Planet</a> section.</p>																																			

CODE	TOPIC	ACCOUNTING METRIC	DISCLOSURE STATEMENT												
SV-HL-310a.1	Labor Practices	Voluntary turnover rate for all employees	WML Turnover Rates <table border="1"> <thead> <tr> <th>Year</th> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Voluntary Turnover Rate</td> <td>4.1%</td> <td>10.1%</td> <td>12.9%</td> </tr> <tr> <td>Involuntary Turnover Rate</td> <td>2.4%</td> <td>1.6%</td> <td>1.7%</td> </tr> </tbody> </table>	Year	2020	2019	2018	Voluntary Turnover Rate	4.1%	10.1%	12.9%	Involuntary Turnover Rate	2.4%	1.6%	1.7%
Year		2020		2019	2018										
Voluntary Turnover Rate		4.1%	10.1%	12.9%											
Involuntary Turnover Rate		2.4%	1.6%	1.7%											
FB-RN-310a.1	Involuntary turnover rate for all employees	More details are provided in the <a href="#">2020 Performance Metrics</a> section.													
SV-HL-310a.2	Total amount of monetary losses as a result of legal proceedings associated with:	<ul style="list-style-type: none"> <li>labor law violations</li> <li>employment discrimination</li> </ul>	We experienced no monetary losses as a result of legal proceedings associated with labor law violations and employment discrimination in 2020.												
FB-RN-310a.3															
SV-HL-310a.3	Average hourly wage	Average Hourly Wage of Non-Managers	<table border="1"> <thead> <tr> <th>Year</th> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>HK\$</td> <td>94</td> <td>93</td> <td>89</td> </tr> </tbody> </table>	Year	2020	2019	2018	HK\$	94	93	89				
Year				2020	2019	2018									
HK\$	94	93	89												
FB-RN-310a.2	Percentage of all employees earning minimum wage	100% of our employees earned above minimum wage in 2020.													
SV-HL-310a.4	Description of policies and programs to prevent worker harassment	<a href="#">Our Governance</a> <ul style="list-style-type: none"> <li>- Our Code of Ethics</li> <li>- Communicating Concerns</li> <li>- Harassment Prevention Policy</li> </ul>													
SV-CA-260a.1	Responsible Gaming	Percentage of gaming facilities that implement the Responsible Gambling Index	100% of Wynn Macau, Limited 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 <a href="#">Our Governance</a> section.												
SV-CA-260a.2		Percentage of online gaming operations that implement the National Council on Problem Gambling (NCPG) Internet Responsible Gambling Standards	There was 0% of online gaming operations in Macau.												
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	<ul style="list-style-type: none"> <li><a href="#">Our Governance</a></li> <li>- Anti-Money Laundering</li> <li><a href="#">WML Sustainability Principles</a></li> </ul>												
SV-CA-510a.2		Total amount of monetary losses as a result of legal proceedings associated with money laundering	We experienced no monetary losses due to legal proceedings associated with money laundering in 2020.												

# Activity Metrics

CODE	TOPIC	DISCLOSURE STATEMENT								
FB-RN-000.A	Number of company-owned restaurants	<p>Food and Beverage Outlets</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>26</td> <td>26</td> <td>24</td> </tr> </tbody> </table>	Year	2020	2019	2018	Number	26	26	24
Year	2020	2019	2018							
Number	26	26	24							
FB-RN-000.B	Number of employees at company-owned locations	<p>Total Employees</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>13,417</td> <td>13,674</td> <td>13,604</td> </tr> </tbody> </table> <p>More details are provided in the <a href="#">2020 Performance Metrics</a> section.</p>	Year	2020	2019	2018	Number	13,417	13,674	13,604
Year	2020	2019	2018							
Number	13,417	13,674	13,604							
SV-HL-000.A	Number of available room-nights	<table border="1"> <thead> <tr> <th>Year</th> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>959,948</td> <td>953,865</td> <td>968,603</td> </tr> </tbody> </table>	Year	2020	2019	2018	Number	959,948	953,865	968,603
Year	2020	2019	2018							
Number	959,948	953,865	968,603							
SV-HL-000.B	Average occupancy rate	<table border="1"> <thead> <tr> <th>Year</th> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Percentage</td> <td>31.7%</td> <td>97.9%</td> <td>97.5%</td> </tr> </tbody> </table>	Year	2020	2019	2018	Percentage	31.7%	97.9%	97.5%
Year	2020	2019	2018							
Percentage	31.7%	97.9%	97.5%							
SV-HL-000.D	<p>Number of lodging facilities and the percentage that are:</p> <ul style="list-style-type: none"> <li>• managed</li> <li>• owned and leased</li> <li>• franchised</li> </ul>	<p>Both Wynn Macau and Wynn Palace are 100% managed by Wynn Macau, Limited.</p>								
SV-CA-000.A	Number of tables	<p>Average Numbers of Gaming Tables</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>625</td> <td>638</td> <td>637</td> </tr> </tbody> </table>	Year	2020	2019	2018	Number	625	638	637
Year	2020	2019	2018							
Number	625	638	637							
SV-CA-000.B	Number of slots	<p>Average Numbers of Slots</p> <table border="1"> <thead> <tr> <th>Year</th> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>1,095</td> <td>1,861</td> <td>1,942</td> </tr> </tbody> </table>	Year	2020	2019	2018	Number	1,095	1,861	1,942
Year	2020	2019	2018							
Number	1,095	1,861	1,942							