

2025 WYNN RESORTS, LTD

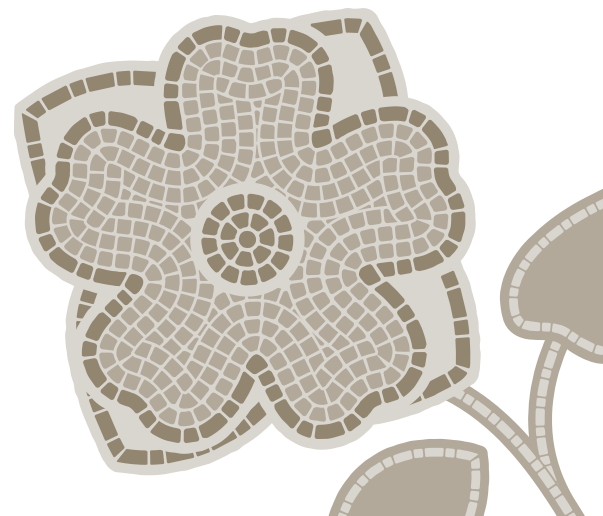
Environmental, Social, and Governance *Report*





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ABOUT THIS REPORT

The Wynn Resorts 2025 Environmental, Social, and Governance (ESG) Report contains information from January 1, 2025, through December 31, 2025, except where otherwise specified. This aligns with the reporting period used for Wynn Resorts, Limited financial filings, including Form 10-K, proxy report, and annual report.

Wynn Resorts discloses information in this ESG Report with reference to the Global Reporting Initiative (GRI) universal standards and the Sustainability Accounting Standards Board (SASB) standards maintained by the International Sustainability Standards Board (ISSB). This document presents disclosure indexes within these frameworks and includes additional details on the Company's programs. Wynn Resorts supports the United Nations Sustainable Development Goals (SDGs) and presents related goals in the 2025 Executive Overview. Wynn Resorts' operations spanned the following industries and sectors in 2025:

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

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

Erik Hansen

Chief Sustainability and Government Affairs Officer

Wynn Resorts, Limited

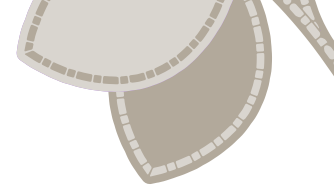
corporatesustainability@wynnresorts.com

ESG REPORTING PROGRAM

Wynn Resorts publishes voluntary disclosures on responsibility practices annually. The most recent publication on 2024 activity was released in April 2025.

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

- The **Wynn Resorts ESG Report** consolidates disclosures for the operations of Wynn and Encore Las Vegas, Wynn Design and Development, Wynn Aviation, and Encore Boston Harbor.
- The **Wynn Resorts Executive Overview** to the **ESG Report** presents highlights of the Company's programs and milestones from the calendar year.
- Wynn Resorts' Asia-based operations—Wynn Macau and Wynn Palace—are covered in the **Wynn Macau, Limited Sustainability Report**, in accordance with Hong Kong Stock Exchange requirements. For reporting indexes and disclosures specific to operations in Macau, please see the annual Wynn Macau, Limited Sustainability Report [here](#).



COMPANY COMMITMENTS

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



WYNN RESORTS CHARITABLE GIVING PILLARS

Through the Wynn Resorts Foundation, the Company provides monetary donations and in-kind support to nonprofits throughout North America that align with its key pillars of education, cultural enrichment, and vibrant communities.

EDUCATION

- Innovation in education
- Workforce preparedness
- Opportunities for at-risk youth

CULTURAL ENRICHMENT

- Support for the arts
- Support for cultural events
- Engaged citizenship

VIBRANT COMMUNITIES

- Environmental preservation
- Support for community programs
- Neighborhood and community development





WYNN RESORTS SUSTAINABILITY GOALS

Wynn Resorts has established three goals to address climate change. By prioritizing decarbonization, the Company reduces contributions toward the adverse effects of climate change. These commitments benefit the environment, guests, employees, and the communities in which the Company serves.

NET-ZERO BY 2050:

Reduce or offset all carbon dioxide (CO²) produced by our operations no later than 2050.

CARBON DIOXIDE EMISSIONS PEAK BY 2030:

Stop and reverse year-over-year growth of operational carbon dioxide (CO²) emissions by 2030.

50 PERCENT RENEWABLE ENERGY PROCUREMENT BY 2030:

Increase the Company's supply of renewable energy produced or procured to at least 50 percent of total consumption by 2030.

* Wynn Resorts' sustainability goals apply to North American operations. Wynn Macau, Limited has established a set of sustainability goals that reflect regional targets and alignment with national goals. Details on the Wynn Macau, Limited goals are in their Sustainability Report [here](#).



OUR PEOPLE

EMPLOYEE TRAINING AND EDUCATION

Behind Wynn's five-star service is five-star training. To build a strong workplace, the Company requires all employees to attend two days of orientation before they start work. New Hire Orientation immerses employees in Wynn Resorts' culture and service standards through training on values, behaviors, and actions. Company policies, including code of business conduct and ethics (anti-corruption); ethical business standards; personal conduct; harassment and discrimination prevention; responsible gaming; inappropriate guest behavior; personal relationships at work; and other compliance-related topics are emphasized during New Hire Orientation.

Employees are also required to complete specialized training based on their specific job duties, including:

- Cyber, Data, and Information Security
- Computer, Intranet, and Email Use
- Anti-Money Laundering
- Alcohol Service
- Hazard Communication

All employees are required to complete annual training on compliance policies. In 2025, 99 percent of Wynn Resorts employees in North America completed compliance training.

* The small percentage of employees who had not completed training was because of leaves of absence, seasonal gaps, or the timing of infrequent seasonal event staff work. In these cases, the employees were required to complete compliance training before their next shift.

WYNN EMPLOYEES IN NORTH AMERICA RECEIVED AN AVERAGE OF 100,000 HOURS OF TRAINING IN 2025.

WYNN EMPLOYEES IN NORTH AMERICA RECEIVED AN AVERAGE OF SIX HOURS OF TRAINING IN 2025.

LEADERSHIP DEVELOPMENT

Wynn Resorts is committed to cultivating leaders within our workforce through comprehensive leadership training programs. Offerings include the Foundations of Leadership, a two-day training program designed for supervisors, assistant managers, and managers, in partnership with the William F. Harrah College of Hospitality at the University of Nevada, Las Vegas. This program covers essential topics such as the impact of leadership on culture, transitioning from a contributor to a leader, facilitating difficult conversations, managing time, and motivating employees.

The Company also offers curated lessons and workshops to provide leaders and aspiring leaders with the tools and knowledge they need to advance in their careers. These classes include training such as Preshift Excellence, Crucial Conversations for Supervisors, Gratitude in Leadership, Teamwork: Succeeding in Teams, and Communicating Change.

The Company's conversations with Leaders program features live, virtual discussions among leaders on leadership philosophies and trending management topics. The Company uses the Myers-Briggs Type Indicator (MBTI) course to help leaders understand individual differences and improve communication, employee engagement, and performance development. Additionally, an Emotional Intelligence (EQ) course enhances leaders' skills in providing effective feedback and in managing themselves and their teams.

WYNN UNIVERSITY

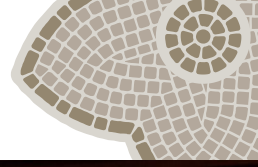
Wynn University is an in-house learning program that offers a wide range of educational resources and opportunities for all employees. This initiative aims to maintain and improve employee retention, performance, and culture. Wynn University provides on-demand learning resources, including new-hire training, department-specific academies, skills-development training, life-enrichment courses, webinars, in-person speakers, and long-form leadership-development workshops.

To complement Leadership Development programs, Wynn University collaborates with accredited institutions, including the College of Southern Nevada, the University of Nevada, Las Vegas, and the Boston University School of Hospitality Administration. The Company also leverages third-party technology-based resources to offer educational experiences that enhance both professional and personal growth.

By investing in employees through Wynn University, the Company provides pathways for employees to become top performers in their current positions, pursue growth within the organization, and invest in their personal development.

CLIMB PROGRAM

CLIMB, a high-potential development program for manager-level leaders, graduated with a cohort of 22 participants in 2025. In partnership with the William F. Harrah College of Hospitality at UNLV, the eight-month program cultivates excellence in personal, interpersonal, and business leadership competencies learned through education, experience, and on-the-job practice. The program expanded in 2025 at Encore Boston Harbor in partnership with Boston University with 10 participants.



EMPLOYEE COMMUNITY

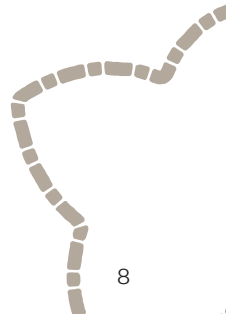
Wynn Resorts is an innovator and trailblazer in the hospitality industry—leading with purpose and guided by a deep commitment to uplift every employee. The greatest strength of the Company’s workforce lies in the different perspectives of our employees. The Company is dedicated to cultivating an employee community where every voice is heard, every perspective is valued, and every opportunity is accessible. The Employee Community Plan, a comprehensive three-pillar framework grounded in the Company’s core value, “Treat Everyone with Dignity and Respect,” reinforces this commitment. The Plan provides clear direction for a culture of respect, delivering meaningful employee experiences, and engaging authentically with the communities we serve. In 2025, consistent with the pillars of the Employee Community Plan, Wynn Resorts continued to strengthen its workplace, bringing together people from a broad range of identities, backgrounds, and lived experiences. Employees participated in programs and events that reflect the Company’s unwavering commitment to a welcoming and respectful workplace. Signature initiatives include the following:

HBCU GRADUATE MANAGEMENT TRAINING PROGRAM

Wynn Resorts partners with hospitality and tourism programs at Historically Black Colleges and Universities to recruit qualified candidates for the Company’s HBCU Graduate Management Training Program. The program aims to build a broad and well-rounded pipeline for senior-level positions. In 2023, the Company’s HBCU Management Training Program welcomed its first cohort of graduates from Tennessee State University, Morgan State University, and Delaware State University. Through this program, the graduates began rotations through the food and beverage, hotel operations, and finance departments. These employees also engaged with executives to observe the qualities and characteristics of the Company’s leaders and had access to Wynn University training and the Foundations of Leadership management training program. Every graduate of the training program accepted a full-time position offer at Wynn Las Vegas. In 2025, Wynn Resorts brought a third cohort of graduates into the program.

EMPLOYEE COMMUNITY AMBASSADOR PROGRAM

Launched at Wynn Las Vegas and Encore Boston Harbor in 2024, the Ambassador Program identifies mid-management to director-level employees who collaborate with the Employee Community team and their departmental colleagues to support employee-focused programs and events and uphold the Company’s commitment to an open and respectful workplace culture.



EMPLOYEE COMMUNITY SUMMIT

In 2025, the Employee Community team hosted an Employee Community Summit at Encore Boston Harbor to engage employees with the three pillars of the Employee Community Strategy: workplace, marketplace, and community. The Summit included a luncheon featuring an executive from the Boston Celtics Shamrock Foundation, a town hall featuring a three-time Super Bowl champion, and a Unity in the Community service project.

EMPLOYEE COMMUNITY LUNCHEON SERIES

Launched in 2025, the Employee Community Luncheon Series celebrates the varied employee cultures and communities at Wynn Resorts. Boasting nine luncheons during the year, the Luncheon Series aligns with monthly commemorations, including Martin Luther King Jr. Day, Black History Month, Women’s History Month, Asian American and Pacific Islander Month, LGBTQ Pride Month, Disability Awareness Month, Hispanic Heritage Month, Native American Heritage Month, and Veterans Day. During each luncheon, employees enjoy inspirational guest speakers and a special employee giveaway. At the end of the year, employees who attend all nine luncheons are eligible for a raffle to win a grand prize.

EMPLOYEE COMMUNITY HBCU DAY AT ENCORE BOSTON HARBOR

Launched in 2025, the Employee Community team partnered with Delaware State University to create an immersive learning opportunity for its hospitality students. The objective was to give the students insight into what it is like to work at a five-star resort. The hospitality students engaged with senior leaders to understand food and beverage and hotel operations. It was a learning opportunity that earned the students credit toward their final classroom grade.

2025 WYNN NORTH AMERICA GENDER AT ORGANIZATIONAL LEVELS		
Leadership	Male	63%
	Female	37%
Manager	Male	56%
	Female	44%
Line Level	Male	53%
	Female	47%

2025 WYNN NORTH AMERICA EMPLOYEE AGE DISTRIBUTION	
Under 30	15%
30-50	51%
Over 50	34%

2025 WYNN NORTH AMERICA ETHNIC DIVERSITY AT ORGANIZATIONAL LEVELS		
	ETHNICITY	PERCENTAGE OF EMPLOYEES IN TIER
Leadership	2 or More	4.5%
	American Indian	0.5%
	Asian	16.0%
	Black	3.5%
	Hawaiian	1.5%
	Hispanic	9.5%
	White	64.0%
	Other/declined	0.5%
Manager	2 or More	4.0%
	American Indian	0.5%
	Asian	24.0%
	Black	6.0%
	Hawaiian	2.0%
	Hispanic	23.0%
	White	37.5%
	Other/declined	3.0%
Line Level	2 or More	4.0%
	American Indian	0.5%
	Asian	22.0%
	Black	9.0%
	Hawaiian	1.5%
	Hispanic	37.5%
	White	21.5%
	Other/declined	4.0%

LABOR PRACTICES

Wynn Resorts aims to be an employer of choice. In 2025, approximately 19 percent of full-time employees were proud to be employees since the opening day of Wynn Resorts’ first property. The average hourly wage for the Company’s North American employees was \$42.03, and 100 percent of employees earned above minimum wage.

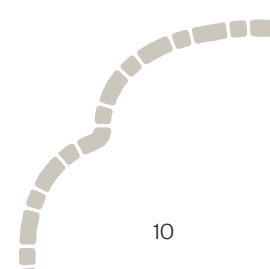
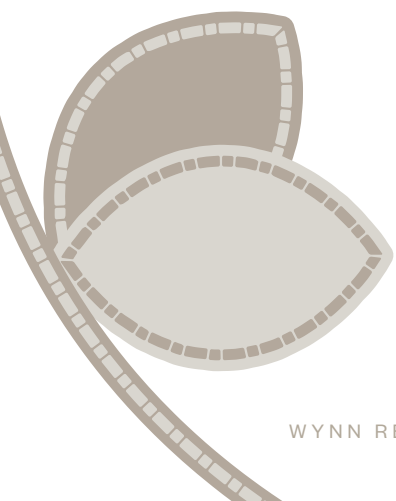
2025 WYNN NORTH AMERICA TURNOVER RATE	
Voluntary Turnover Rate	9%
Involuntary Turnover Rate	7%

2025 WYNN NORTH AMERICA EMPLOYEES		
Employee Contract	Male	Female
Full-Time	5,818	4,820
Part-Time	2,564	2,487
Permanent	8,382	7,307
Temporary	521	270

EMPLOYEE BENEFITS

Wynn Resorts’ core behavior “care about everyone and everything” is dedicated to investing in our most precious resource: people. Comprehensive and thoughtful benefits packages go a long way toward ensuring every employee’s quality of life. The Company has developed innovative options that prioritize health and financial security, both short- and long-term.

HEALTH	FINANCIAL	LIFESTYLE
<ul style="list-style-type: none"> • Medical • Dental • Vision • Telemedicine • VIP Service • Accident Coverage • Illness Coverage • Hospitalization Coverage 	<ul style="list-style-type: none"> • Employee Scholarship Program • Complimentary 24/7 Dining • Financial Academy • Travel Protection • 401(k) Matching • Employee Assistance Program • Flexible Spending Accounts • Wynn Employee Discounts • Lifestyle Discounts • Prescription Savings • Life and Disability Insurance • Tuition Reimbursement 	<ul style="list-style-type: none"> • Legal Benefits • Pet Insurance • Paid Holiday • Vacation Time • Paid Maternity and Paternity Leave • Citizenship Classes • ESOL Classes • Leadership Programs • Skills Development Programs



HEALTH BENEFITS

HEALTH CARE COVERAGE

Wynn Las Vegas and Encore Boston Harbor offer comprehensive health care benefits to employees who work an average of 30 hours per week. Insurance benefits include medical, prescription, dental, and vision coverage. Employees may also opt for additional voluntary benefits such as life insurance and disability coverage.

The Company prioritizes an employee-centric workplace and offers health care plans that focus on quality care and long-term employee and family wellness. Wynn Resorts operates a self-funded health plan. Self-funding benefits the Company and employees by offering overall cost savings, greater flexibility in health care options, and readily available data to support informed decision-making.

In addition to the Wynn Health Care Plan, the Company offers a Well Portal Plan that provides better access to higher-quality health care. The plan features VIP service from a network of primary care physicians in the Las Vegas Valley, a dedicated employee helpline, expedited appointments, and same-day visits. The plan emphasizes quality care over patient quotas, with physicians adhering to time metrics: Patients are seen within 15 minutes of check-in, and physicians must spend quality time with patients during visits. Health plan administrators solicit feedback on service standards, and that input is shared to improve care.

In 2025, Wynn Las Vegas continued to raise the bar on employee care with a comprehensive choice of wellness initiatives designed to support its team members at every stage of life. The resort introduced a Maternity Care Program and free on-site mammograms, extending critical preventive care to more than 900 employees. Benefit advocacy consultants visited twice monthly to help employees fully understand and maximize their benefits. Wellness messaging was woven into the daily rhythm of operations through back-of-house digital screens and pre-shift communications, featuring rotating monthly topics focused on physical, mental, and financial well-being. Both Wynn Las Vegas and Encore Boston Harbor hosted wellness fairs that brought trusted third-party vendors on property, offering safe, work-approved footwear, breast cancer awareness resources, and strength and cardio training, among other support. Employees were also able to recharge with mini massages, specially crafted immunity-boosting juice shots, and health-forward menu options at the Le Staff Café. Additional on-site services included mobile clinics for dental and eye exams. Complementing these offerings, the Company launched a dependent audit to ensure ongoing compliance with health plan regulations and to steward health care resources responsibly—underscoring Wynn Resorts' commitment to going above and beyond in caring for its employees.



DEPENDENT AND SPECIAL LEAVE

Wynn Resorts offers programs that support work-life balance for employees with dependents and families. As a covered employer under the Family and Medical Leave Act (FMLA), Wynn provides eligible employees with unpaid, job-protected leave of up to 12 work weeks in 12 months for qualifying reasons under the FMLA. Employees also have access to formal leave options for illness, mandatory education-related events, and school-related emergencies.

In Nevada, employees with growing families may take up to six weeks of paid parental leave following the birth, adoption, or foster placement of a child. For Wynn employees in Massachusetts, the Company offers up to six weeks of paid parental leave. For eligible employees, parental leave runs concurrently with leave to bond with a child under the state's Paid Family and Medical Leave (PFML) program and the federal FMLA, as applicable. The Company's parental leave pay supplements PFML benefits and covers the difference between an employee's average weekly wage and the PFML weekly benefit amount.

To be eligible for company-provided parental leave, employees must be full-time, part-time, or regular employees; have at least 12 consecutive months of service; and have a minimum of 1,250 hours worked during the 12 months immediately preceding the start of leave. To qualify for PFML in Massachusetts, employees must also be approved for continuous leave to bond with a child within 12 months of birth or placement through adoption or foster care. Employees in Massachusetts who do not meet eligibility requirements may receive up to 12 weeks of paid parental leave through PFML at a portion of their regular wage, capped at \$1,170.64 per week in 2025.

FINANCIAL BENEFITS

RETIREMENT BENEFITS: 401(K) MATCHING

Wynn Resorts offers a 401(k) matching program to support long-term retirement planning. The Company matches 50 percent of each dollar an employee contributes, up to six percent of their annual salary. To be eligible for the match, employees must have been employed for one year. In 2025, the Company matched more than \$11.4 million in contributions from participating employees in North America.

STOCK MATCHING FOR 20TH ANNIVERSARY

As Wynn Las Vegas celebrated its 20th anniversary in 2025, the Company reaffirmed its commitment to employees as its most valuable asset and the foundation for long-term success. In recognition of this milestone and the role employees have played in building the Wynn Las Vegas legacy, the Company announced a one-time equity award for eligible regular full-time and part-time employees hired before January 1, 2025.

Award values are tiered by years of continuous service, ensuring broad-based, equitable recognition of tenure and long-term contributions. This program reinforced Wynn Resorts' commitment to shared value creation, workforce retention, and inclusive recognition across roles and departments. The equity awards were delivered through structured Restricted Stock Units with defined vesting schedules, supporting transparency, responsible compensation practices, and alignment between employees and the Company's long-term performance. By extending ownership opportunities to its workforce, this program strengthens employee engagement while reinforcing accountability and governance.

WYNN RESORTS FOUNDATION SCHOLARSHIP PROGRAM

The Wynn Resorts Foundation Scholarship Program was established in 2018 for the purpose of investing in educational opportunities and their dependents. In 2025, the program awarded 15 new scholarships. Since the program's inception in 2018, Wynn Resorts has provided more than \$1.4 million in scholarship funding to more than 110 students.

Scholarship students are eligible to receive up to \$7,500 per academic year for a maximum of four years. In alignment with Wynn Resorts' commitment to community engagement, the program requires scholarship recipients to complete 20 hours of volunteer service, emphasizing the importance of giving back and community leadership.



LIFESTYLE BENEFITS

TUITION REIMBURSEMENT

Wynn Resorts' tuition reimbursement program was developed to encourage employees to enhance and refine skills to support their current positions and allow them to qualify for additional opportunities within the Company. This program provides financial assistance to employees pursuing college credits in a hospitality-related field. In 2025, 15 employees were approved for tuition reimbursement.

ENGLISH FOR SPEAKERS OF OTHER LANGUAGES

The Company's English for Speakers of Other Languages (ESOL) training program continues to make a meaningful impact by offering three levels of instruction—beginner, intermediate, and advanced—to support English language learners in their journey toward fluency.

In 2025, at Encore Boston Harbor, 32 employees graduated from the program, completing 576 hours of language training and demonstrating significant gains in English proficiency. In partnership with JVS Boston, an 80-year-old organization dedicated to helping individuals gain financial independence through training programs and education, Encore Boston Harbor revised its classes and curriculum to better meet learners' needs and strengthen the program's effectiveness. Employees participated in courses including Foundational Workplace Communication, Effective Dialogue and Language Skills, and Professional Writing and Communication. Participants showed measurable improvement across all areas. For example, Foundational Workplace Communication scores increased an average of 12 points on the BEST Plus 3.0 assessment administered by JVS staff.

As part of continuing employee development in 2025, Wynn Las Vegas' 55 participants completed 108 hours of language training in its ESOL classes. These free classes were available to eligible employees and were held twice weekly for 12 weeks.

Through structured instruction, supportive learning environments, and measurable outcomes, the ESOL programs continue to transform lives by breaking language barriers and fostering a more inclusive community.

U.S. CITIZENSHIP CLASSES

Wynn Las Vegas continued to offer U.S. citizenship classes. These 12-week courses are free to eligible employees and provide instruction to prepare them for the citizenship test. Employees are reimbursed for the test upon passing. Thirty-eight people completed the Company's citizenship program in 2025.

UNION EMPLOYEE BENEFITS

Approximately 53 percent of Wynn Resorts' North American employees are represented by labor unions under the terms of respective collective bargaining agreements in 2025. These unions include the Culinary Workers Union and Bartenders Union in Nevada; the Teamsters Union in Nevada and Massachusetts; the United Auto Workers Union (UAW) in Nevada; and UNITE HERE, the International Brotherhood of Electrical Workers, and the United Government Security Officers of America in Massachusetts. In 2025, Wynn Las Vegas contributed \$18.4 million, and Encore Boston Harbor contributed \$5 million to various multiemployer defined benefit pension plans on behalf of certain union employees.



WORKPLACE AND GUEST SAFETY

The Company is committed to maintaining the highest safety standards and is continually striving for excellence in workplace safety. Wynn Resorts' Workplace Safety Program ensures the safety and well-being of employees and guests.

This comprehensive program encompasses a range of key elements, including:

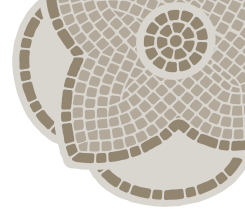
- **Mandatory Employee Safety Training:** Prioritizing workforce safety through comprehensive training that equips employees with the knowledge and skills to navigate potential hazards effectively.
- **Hazard Identification and Control:** Identification and mitigation of potential risks within the Company's facilities to create a safe environment.
- **Accident Reporting and Corrective Action:** In the event of an accident, the Company's policy includes a systematic reporting mechanism, followed by swift corrective actions to prevent recurrences.
- **Accident Prevention Strategies:** The Company proactively develops and implements strategies to prevent accidents, focusing on improving safety and operational measures.
- **Employee Committee Programs:** The Company engages employees through committee programs to educate and promote safe workplace practices.
- **The Company's Workplace Safety Program aligns with and often surpasses the principles and criteria outlined in the federal Occupational Safety and Health and ISO (International Organization for Standardization) 45001 standards.** The primary objective of safety education and accountability is to advance safety, mitigate property risks, and preserve the trust and confidence of the Company's stakeholders.

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

- **Provide a Safe Workplace:** The Company collaborates at all organizational levels to ensure that workplaces are free from unsafe conditions and recognized hazards, prioritizing the well-being of all individuals within the Company's facilities.
- **Compliance with Regulations:** The Company adheres to federal and state Occupational Safety and Health Administration standards and regulations, state and local ordinances, and manufacturer guidelines, ensuring the highest safety standards are maintained.
- **Administration and Enforcement:** The Company rigorously and regularly administers and enforces Occupational Safety and Health Administration programs to maintain a safe and secure environment.
- **Proper Training:** Employees receive training in the safe use of equipment and machinery, proper use of personal protective equipment, hazard recognition, and emergency procedures—equipping them to respond confidently to any situation.
- **Safety Communication:** All employees are informed about safety standards, regulations, and expectations relevant to their respective duties, fostering a culture of awareness and responsibility.

WYNN LAS VEGAS OSHA EMPLOYEE WORK-RELATED INJURY			
Work-Related Injury	2023	2024	2025
Recordable injuries not resulting in restrictions or lost time	28	26	27
Recordable injuries resulting in restricted work or transfer to another job	185	123	148
Recordable injuries resulting in lost time	151	133	154
Total OSHA recordable injuries	364	282	329

ENCORE BOSTON HARBOR OSHA EMPLOYEE WORK-RELATED INJURY			
Work-Related Injury	2023	2024	2025
Recordable injuries not resulting in restrictions or lost time	7	5	6
Recordable injuries resulting in restricted work or transfer to another job	0	0	0
Recordable injuries resulting in lost time	58	35	45
Total OSHA recordable injuries	65	40	51



WORKPLACE SECURITY PROGRAM

Wynn Resorts prioritizes guest safety and workplace security as essential to providing exemplary service.

The Company's security programs consist of a comprehensive, multilayered system responsible for deterring, detecting, and responding to any threat at our resorts. The Security Departments include specialized teams to address crisis management and tactical response, as well as a full complement of security officers and K-9 units. Preventative measures include weapon-detection equipment and other technologies.

Upon being hired, Security Department employees are required to participate in an extended training program that includes topics such as de-escalation techniques, appropriate use of force, and human use of force and human trafficking awareness. Training is reinforced through drills for emergency evacuations, tests of emergency communications systems, and simulated critical incidents. Wynn Resorts considers all foundational laws that uphold human and civil rights in every procedure and policy. Internal policies and training include overviews of all local laws, methods to ensure lawful detainment, the terms of detainment, and de-escalation and preservation of life processes.

At Wynn Las Vegas, the Corporate Investigation team routinely liaises with external law enforcement agencies regarding events involving our resorts, guests, and employees. Additionally, the Las Vegas Metropolitan Police Department is present at Wynn Las Vegas during all major special events. At Encore Boston Harbor, state and local law enforcement maintain a continuous presence at the resort. Wynn Resorts enforces a strict no-weapons policy.

The Surveillance Department observes and reports any illegal or suspicious activity viewed through the closed-circuit television (CCTV) camera system. This department performs detailed live casino observations and monitors the integrity of all gaming areas to prepare evaluations, procedural audits, and concise reports. The Surveillance Department also protects assets by monitoring for cheating, fraud, theft, and suspicious activity. Any such activity identified is reported to the appropriate authorities.

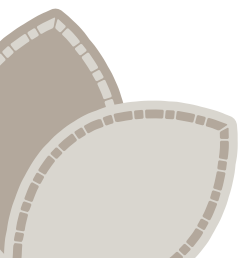
All resorts are designed to exceed the fire safety standards required by applicable building codes. Each resort has a centralized fire command system staffed by employees around the clock who monitor the status of every smoke alarm and sprinkler within and surrounding the resort.

Business Continuity and Emergency Response Plans ensure a safe, responsible, and rapid return to business operations following natural or human-caused disasters or disturbances.

To promote workplace security, year-round educational security campaigns are held for all employees. Educational training includes preventing planned attacks through See Something, Say Something, Human Trafficking Prevention Awareness Training, a Speak Up campaign, and Health and Safety Guidance. The Company conducts security and safety briefings before all major holidays and significant events. Employees can communicate directly with security officers at any time through various internal communication channels.

SAFETY BUTTON PROGRAM

Employees who work in more isolated or potentially vulnerable locations are required to carry safety buttons. These personal alert devices can be used to notify the Security Department of critical response situations such as medical emergencies, altercations, or inappropriate conduct. Since the launch of this program at Wynn Las Vegas and Encore Boston Harbor, all employees with safety buttons have completed training on their use and purpose. Security Department employees have also been trained in response procedures. Safety button incidents are monitored and overseen by the Security Department to improve procedural training and workplace security protocols.



HUMAN TRAFFICKING PREVENTION

Wynn Resorts is an industry leader in promoting awareness of human trafficking prevention programs, ensuring the highest safety and security standards for our guests, employees, and the community. In 2025, the Company strengthened its commitment to anti-human trafficking initiatives by hosting an educational summit for the resort industry, conducting ongoing employee training, and deepening community partnerships.

EDUCATIONAL SUMMIT

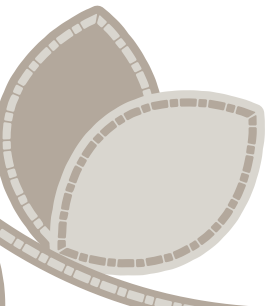
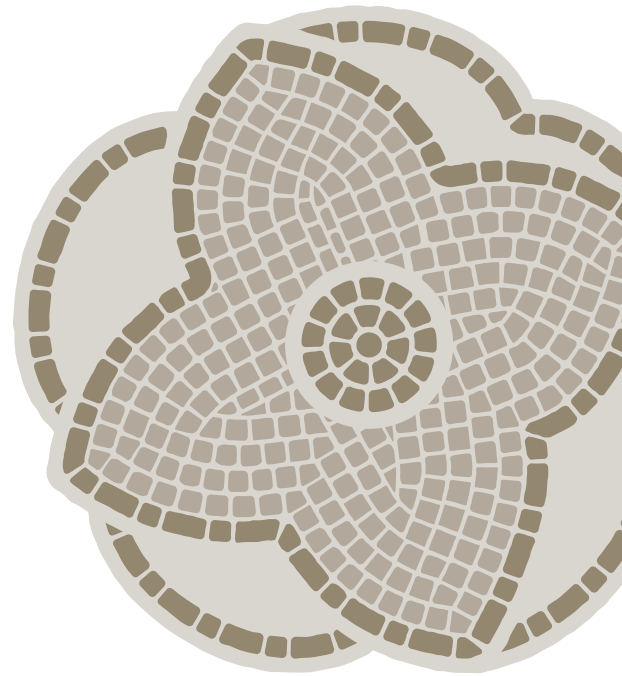
In September, Wynn Las Vegas hosted the third annual Nevada Resort Association Human Trafficking Awareness and Education Summit. This event is designed to strengthen the industry’s efforts to combat human trafficking by emphasizing awareness and education. More than 160 professionals from across the resort sector attended the summit.

EMPLOYEE TRAINING

To combat and prevent human trafficking, Wynn Resorts trains employees to increase awareness and uphold comprehensive security procedures on our premises. These procedures and standards are detailed in the Anti-Human Trafficking Policy, underpinned by the Wynn Human Rights Statement and Policy. Wynn Las Vegas and Encore Boston Harbor train all new employees on the Company’s Human Trafficking Prevention Policy and security response procedures using a curriculum developed in partnership with organizations that aim to eradicate human exploitation. Security employees and management undergo additional training to ensure that company procedures are used with a victim-centric and empathetic approach.

COMMUNITY PARTNERSHIPS

Wynn partners with mission-aligned organizations to support efforts in the broader community and provides financial support to those raising awareness and assisting trafficking victims. Wynn Las Vegas was a leader among the gaming industry in Las Vegas piloting the Resources and Integration for Survivor Empowerment (RISE) program in partnership with the Las Vegas Metropolitan Police Department and Signs of Hope. This program continued in 2025 to provide timely and trauma-informed responses to potential victims of human trafficking and ensured a victim advocate was present onsite within 45 minutes of a request.



OUR COMMUNITY

CHARITABLE CORPORATE GIVING

In 2025, Wynn Resorts gave more than \$20.6 million in cash and more than \$2.7 million of in-kind donations to North American nonprofit organizations within the Company's corporate-giving pillars of Education, Vibrant Communities, and Cultural Enrichment. Wynn Las Vegas and Encore Boston Harbor worked closely with nonprofits throughout the year to understand community needs and strategically address financial and resource gaps.

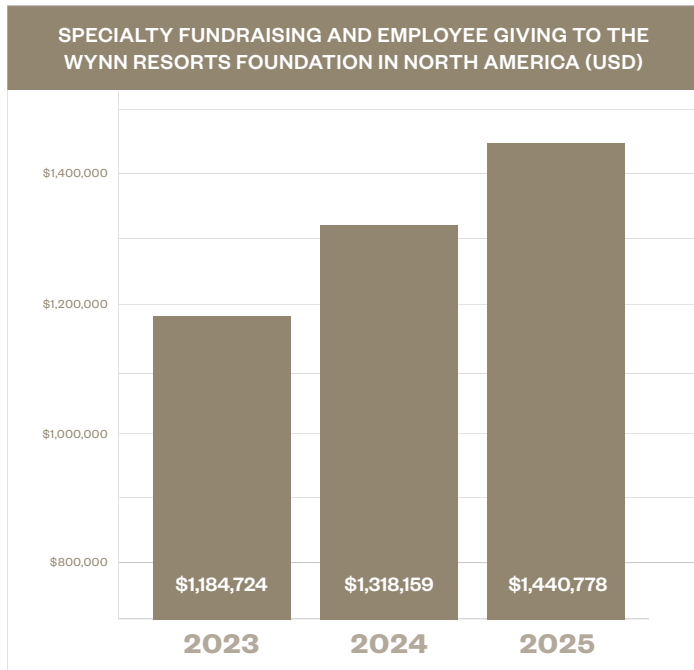
WYNN RESORTS TOTAL CASH AND IN-KIND DONATIONS IN NORTH AMERICA (USD)			
Year	2023	2024	2025
Cash	\$6,389,982	\$5,561,892	\$20,624,254
In-Kind	\$2,418,264	\$2,533,711	\$2,659,444
Total	\$8,808,246	\$8,095,603	\$23,283,698

WYNN RESORTS FOUNDATION DONATIONS AND GRANTS

Wynn Resorts nurtures a culture of giving, which our employees echo through their actions. The Wynn Resorts Foundation is an organization that provides a pathway to philanthropy for employees to donate to their favorite causes. Wynn Resorts supports employees' passions by contributing the highest corporate match in the hospitality industry, matching dollar for dollar up to \$75,000 per employee, annually.

To further inspire employee giving, the Foundation doubled the match in November, offering \$2 for every \$1 donated by employees. Wynn Resorts Foundation had a historic fundraising year in 2025, receiving donations from more than 2,600 employees. Employee donations and additional special fundraising events raised more than \$1.4 million for the Foundation which was used to support more than 300 nonprofit organizations and causes.

The funds in the Wynn Resorts Community Grant Fund are distributed based on the recommendations of Wynn Resorts Foundation's Employee Advisory Council, which reviews grant applications and recommends potential grantees to the Wynn Resorts Foundation Board of Directors. The Council also evaluates scholarship applications and recommends potential recipients to an independent selection committee. Eighteen employees serve on the Council in an advisory capacity, representing the Company's workforce.



DOLLARS FOR DOERS

Wynn Resorts supports a community-service initiative that matches employee volunteer hours with cash grants. Employees can earn grants for their favorite approved nonprofits based on the number of volunteer hours they complete. Employees can request \$250 in grants for 25 hours of volunteer time, up to \$1,000 for 100 hours. Each grant directly supports the organization where the employee volunteers and is given in honor of their service to the community.

In 2025, 41 organizations received \$35,500 in grants through the Dollars for Doers program. In 2026, the program will have an even greater impact as grants increase to \$500 per 25 hours of volunteer service.

GIVING SEASON 2025

Each year, Wynn Resorts participates in Giving Tuesday, a global movement that promotes charitable giving and volunteerism. In 2025, Giving Tuesday was accompanied by various activities to maximize the Company’s assets and resources for the community’s benefit. These events engaged employees through philanthropy and provided resources to combat hunger, poverty, and homelessness, among other social causes. Across North America, Wynn Resorts employees turned out for the following Giving Season activities:

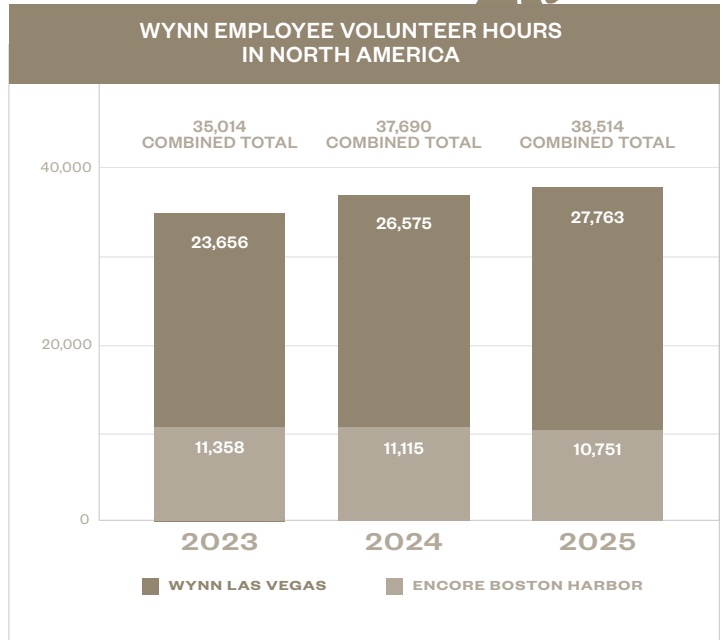
GIVING SEASON WYNN LAS VEGAS

- Zo’s Bravehearts Foundation was the nonprofit beneficiary for Giving Season 2025 at Wynn Las Vegas. Zo’s Bravehearts Foundation offers comfort, relief, and a compassionate presence to families facing childhood cancer. Easing daily burdens, the organization creates space for families to focus on what matters most: their child’s healing. Special fundraising events, matching corporate dollars, and Giving Tuesday Wynn Golf Benefit proceeds raised a total of \$112,900.
- Wynn Las Vegas employees served a warm holiday meal to more than 400 guests at Catholic Charities of Southern Nevada.

GIVING SEASON ENCORE BOSTON HARBOR

- For the second year, Encore Boston Harbor hosted a Winter Holiday Market Sale featuring surplus merchandise and gifts. Open to employees and the community, the sale raised \$155,794 for the Wynn Resorts Foundation Community Grant Fund.

DONATIONS MADE THROUGH DOLLARS FOR DOERS (USD)		
2023	2024	2025
\$36,750	\$34,000	\$35,500



REPORTING ACCURATE VOLUNTEER HOURS

Transparency and accuracy in timekeeping are essential for quantifying the impact of Wynn’s initiatives. The Community Relations team verifies all volunteer hours.



NONPROFIT COMMUNITY ENGAGEMENT PROGRAMMING

Wynn Resorts designs its community engagement programs to create meaningful, sustained partnerships between employees and nonprofit organizations. Wynn Resorts also serves as a conduit and catalyst, identifying ways to make an impact and helping nonprofits collaborate more efficiently.

Wynn Resorts was the first Company to introduce The Pack Shack’s Feed the Funnel events to both Nevada and Massachusetts. Through these large-scale volunteer initiatives, employees and community partners package shelf-stable meals for distribution by local nonprofit organizations to individuals and families experiencing food insecurity. Since the partnership began in 2018, Wynn Resorts has donated more than 8 million meals for communities in need.

In 2025, more than 5,700 employees, families, friends, and community partners packed more than 2.2 million meals. Wynn Las Vegas’ beneficiaries included Three Square food bank, Catholic Charities of Southern Nevada, Helping Hands of Vegas Valley, and Communities in Schools of Southern Nevada. Encore Boston Harbor had more than a dozen meal beneficiaries, including the Greater Boston Food Bank, American Red Cross, Spoonfuls, and Catholic Charities Boston.

In 2025, Encore Boston Harbor continued a culinary partnership launched the previous year with the Ronald McDonald House. Once a month throughout the year, the culinary team from one of Encore Boston Harbor’s restaurants led a kitchen takeover at the Ronald McDonald House. They prepared a full restaurant-quality menu for families staying there while their children received hospital care.



NONPROFIT LEADERSHIP RETREAT

In 2025, Wynn Las Vegas and Encore Boston Harbor hosted separate leadership retreats for the nonprofits in their communities. Steering committees from nonprofits helped customize and curate programming to meet their specific needs and preferences.

Events at Encore Boston Harbor featured a panel discussion on corporate structures for nonprofit organizations, led by Wynn Resorts' Executive Vice President and General Counsel, Jacqui Krum, with representatives from Eastern Bank Foundation, Triangle Inc., Suffolk Construction, and Wynn Resorts Community Relations. The retreat at Wynn Las Vegas included a fireside chat with Chief Executive Officer Craig Billings and a separate discussion with Miles Dickson, CEO and founder of Nevada GrantLab, about the changing landscape for nonprofits in the state.

Both resorts featured sessions with Erin Krug, senior director of business integration for Microsoft, titled "AI for Good: Unlocking the Power of Artificial Intelligence for Nonprofits." Executives and senior leaders from both resorts led roundtable discussions on shared challenges, emerging opportunities, and strategies to deepen community partnerships and development. Breakout sessions covered board management, donor relations, change management, leadership style, and communication strategies.

The Nonprofit Leadership Retreat at Wynn Las Vegas brought together 489 nonprofit representatives from more than 120 organizations, and the Encore Boston Harbor's Nonprofit Leadership Retreat brought together more than 180 nonprofit leaders from more than 75 Boston-based organizations. Participants at both retreats had opportunities to engage with Wynn Las Vegas and Encore Boston Harbor executives as well as external collaborators to learn about the management of business operations through conversations and shared experiences. Fifty-six senior executives participated in the Wynn Las Vegas Retreat, and 30 executives participated in the Encore Boston Harbor Retreat.

NONPROFIT LEADERSHIP FELLOWS PROGRAM

The Nonprofit Leadership Fellows Program fosters collaboration and growth among nonprofit leaders in Southern Nevada, strengthening leadership capacity and organizational effectiveness across many sectors. This unique 12–18-month fellowship brings together a small cohort of nonprofit leaders for roundtable discussions facilitated by Wynn executives. They create a trusted environment to share ideas, address common challenges, and discuss operational best practices. Through internal training sessions focused on marketing strategy, human resources management, and communications, participants gain valuable expertise to enhance individual leadership capabilities and organizational performance.

The 2024–2025 cohort included 13 leaders representing 12 nonprofit organizations with missions aligned with the Company's corporate giving pillars of Education, Vibrant Communities, and Cultural Enrichment: After-School All-Stars Las Vegas, CORE Academy, Girl Scouts of Southern Nevada, Aid for AIDS of Nevada, Forgotten Not Gone, Make-A-Wish Nevada, Once Upon a Room, Three Square food bank, Nathan Adelson Hospice Foundation, The Ability Center of Southern Nevada, Inspiring Children Foundation, and the Neon Museum. Fellows receive executive guidance and meaningful networking opportunities that strengthen professional connections and promote cross-sector collaboration.

Testimonials underscore the program's powerful impact on nonprofit leadership and organizational capacity. The program's

trusted setting enabled participants to openly exchange ideas, navigate shared challenges, and grow stronger as leaders. Collectively, participants expressed the enduring value of Wynn Resorts' investment in nonprofit leaders. They cited strengthened leadership skills, deeper collaboration, and new approaches to operational excellence that will continue to strengthen nonprofit organizations and the communities they serve. The Nonprofit Leadership Fellows Program stands as a model for executive development in the nonprofit sector—cultivating strong leaders, expanding networks, deepening cross-sector collaboration, and driving sustainable impact across Southern Nevada.

JODI MANZELLA, EXECUTIVE DIRECTOR OF AFTER-SCHOOL ALL-STARS LAS VEGAS, DESCRIBED THE FELLOWSHIP AS

"a truly transformative experience, both personally and professionally." She said she appreciated the value of learning alongside fellow nonprofit leaders across Southern Nevada and emphasized the importance of intentional, strategic leadership and cross-sector collaboration

"THE WYNN FELLOWSHIP PROGRAM WAS THE PROGRAM I NEVER KNEW I NEEDED UNTIL I BECAME A PART OF THIS AUSPICIOUS GROUP,"

said Scott Rosenzweig, CEO of Make-A-Wish. Peter Guidry, chief visionary officer and co-founder of Forgotten Not Gone, noted that Wynn's support significantly expanded his organization's ability to serve veterans, demonstrating how intentional partnerships between business and community can drive meaningful change.



OUR PLANET

ENERGY

ENERGY MANAGEMENT

Dedicated facilities teams track energy usage and efficiency metrics to ensure each Wynn Resorts property meets energy-management objectives for heating, ventilation, air conditioning, and lighting. These data-monitoring practices and building-management systems work together to help improve energy efficiency, reduce associated Scope 1 and 2 emissions, and ensure system reliability and guest comfort. These practices are critical to measuring environmental impacts and advancing Wynn Resorts' sustainability goals.

Energy management at Encore Boston Harbor uses a state-of-the-art onsite system to maximize energy efficiency and reduce electricity drawn from the regional grid. The resort's microgrid integrates one megawatt of rooftop solar generation, three megawatts of ultra-efficient natural gas-fired co-generators, and four to eight megawatt-hours of utility-scale battery storage. The building-management system monitors and controls all generation and storage units to optimize savings by reducing demand for electricity purchased on the market.

WYNN NORTH AMERICA POWER CONSUMPTION BY ENERGY TYPE

Year	Non-renewable		Renewable		Total Consumption	
	MWh	Gigajoules	MWh	Gigajoules	MWh	Gigajoules
2021	147,147	529,731	59,025	212,488	206,172	742,219
2022	147,227	530,018	71,012	255,641	218,239	785,660
2023	145,811	524,919	65,699	236,517	211,510	761,436
2024	131,762	474,344	85,113	306,408	216,876	780,752
2025	131,219	472,390	86,570	311,652	217,790	784,043

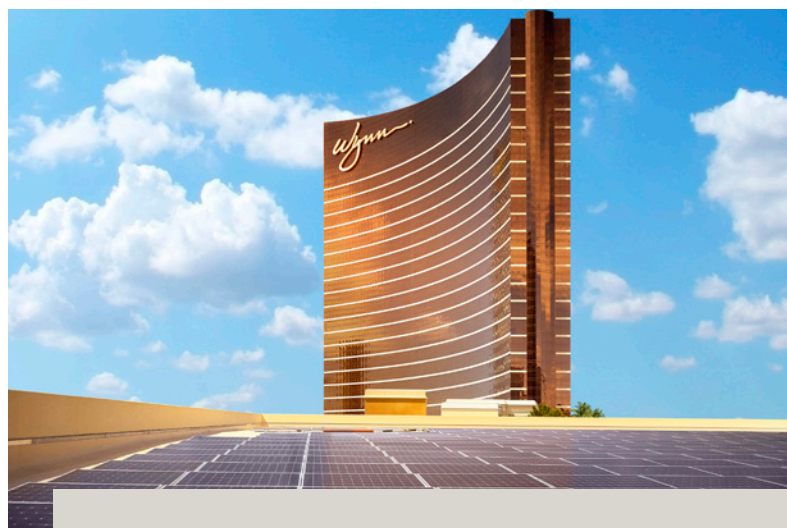
*Encore Boston Harbor's renewable energy consumption includes onsite rooftop solar generation and retired renewable energy credits.

*Wynn Las Vegas' renewable electricity consumption includes onsite rooftop solar generation and retired renewable energy credits for compliance with the Nevada renewable portfolio standard.

WYNN NORTH AMERICA PERCENTAGE OF ELECTRICITY (PRODUCED OR PROCURED) FROM RENEWABLES	
2021	29%
2022	33%
2023	31%
2024	39%
2025	40%

*Encore Boston Harbor's renewable energy consumption includes onsite rooftop solar generation and retired renewable energy credits.

*Wynn Las Vegas' renewable electricity consumption includes onsite rooftop solar generation and retired renewable energy credits for compliance with the Nevada renewable portfolio standard.

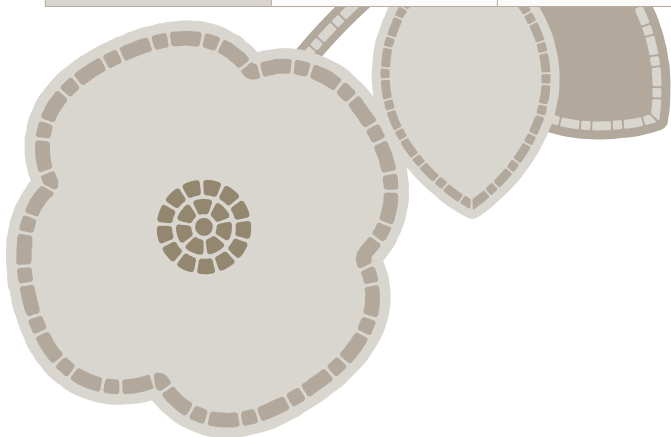


40 PERCENT OF ELECTRICITY CONSUMED ACROSS WYNN RESORTS IN NORTH AMERICA WAS PRODUCED OR PROCURED BY RENEWABLE SOURCES IN 2025.

WYNN NORTH AMERICA FUEL CONSUMPTION 2025		
Gasoline	86,886	gallons
Diesel	21,630	gallons
Natural Gas	7,373,443	therms
Propane	35,913	gallons

WYNN NORTH AMERICA ELECTRICITY CONSUMED FROM THE GRID	
2021	83%
2022	77%
2023	72%
2024	80%
2025	70%

WYNN AVIATION FUEL CONSUMPTION 2025		
Jet Fuel	4,641,700	pounds



GREEN BUILDING CERTIFICATIONS

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



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



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



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

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

- Heating and cooling systems that can be shut down during low- or no-usage periods
- LED lighting that exceeds industry standards
- Energy submeters for large areas to monitor system performance and operational efficiency
- Automated and sophisticated building-management systems that monitor performance, efficiency, and optimization of onsite central plant and HVAC systems
- Electric vehicle charging stations to promote zero-emissions transportation to and from our resort
- Water conservation through rainwater capture tanks at Encore Boston Harbor

WYNN RESORTS HAS INCORPORATED THE FOLLOWING PASSIVE DESIGN FEATURES INTO ITS RESORTS:

- Green spaces with diverse plants and trees that improve air quality and temperature while providing greater flood resilience for outdoor areas
- Building insulation that targets specific R-values (a measure of a material’s thermal resistance) for walls, roofs, and soffits
- Elements to reduce thermal bridges and minimize heat transfer
- Highly reflective roof materials to reduce cooling needs and urban heat island effects
- High-efficiency glazing to reduce heat loss and support temperature regulation
- External shading systems and internal window treatments to maximize daylight and passive solar heating or cooling
- Transition spaces, such as lobbies, corridors, and circulation spaces, that use expanded temperature set points and comfort criteria to save energy
- Optimally arranged program spaces and furniture to promote passive heating and cooling
- Air-quality management through filtration, pressure, and temperature regulation
- Low-flow and water-conservation technology in dishwashers, toilets, showers, and sinks

WYNN NORTH AMERICA ENERGY USE INTENSITY (MWH/SQFT)		
Year	Wynn Las Vegas	Encore Boston Harbor
2021	128	173
2022	136	179
2023	138	177
2024	134	164
2025	132	171

GREENHOUSE GAS EMISSIONS

APPROACH TO EMISSIONS REPORTING

Wynn Resorts reports direct and indirect emissions for its North American operations in accordance with the Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard. Wynn Resorts uses the U.S. Environmental Protection Agency's (EPA) definitions of Scope 1 and 2 emissions in determining operations that fall within direct and indirect categories. Operational emissions from Wynn Las Vegas, Encore Boston Harbor, and Wynn Aviation are included in 2025 disclosures.

Wynn accounts for annual emissions based on activities within its operational control and presents findings on a regional or property basis for clarity and comparability. Fuel consumption data comes from internal reports and external suppliers. Wynn uses CO₂ equivalent emissions defined by the EPA's most recent published Emission Factors for Greenhouse Gas Inventories. The calculation uses a 100-year Global Warming Potential (GWP) from the Intergovernmental Panel on Climate Change's Fourth Assessment Report. More specific emissions factors are detailed below at the property and operational level.

WYNN LAS VEGAS EMISSIONS INVENTORY

Wynn Las Vegas reports Scope 2 emissions using a market-based calculation method that includes hourly generation source emission factors. Renewable Energy Credit (REC) retirements are not included in market-based calculations of Scope 2 emissions at Wynn Las Vegas to avoid double-counting risks.

In 2025, Wynn Las Vegas received renewable power directly from the Escape Solar Facility in Southern Nevada. Through a Power Purchase Agreement, this partnership provided Wynn Las Vegas with power and virtual attributes in the form of RECs. Wynn Las Vegas retires RECs annually to comply with the Nevada Renewable Portfolio Standard for 704(b) utility customers. These REC retirements are used to calculate percentage of energy from renewable sources for the resort. These retirements are not used to calculate Scope 2 emissions to avoid double counting.

For emissions intensity of operations, Wynn Las Vegas adjusted its calculation method in 2025 to include only Scope 1 and 2 emissions from onsite operations to more accurately reflect the intensity denominator of property square footage. This modification excludes Scope 1 emissions of Wynn Aviation activities, to allow emissions intensity to be more accurately compared at the resort level, rather than comparing by the region of operation.

ENCORE BOSTON HARBOR EMISSIONS INVENTORY

Encore Boston Harbor reports Scope 2 emissions using a market-based calculation method that includes total annual electricity consumed, EPA emission factors for the regional grid mix during that year, onsite solar generation, and RECs retired in that year. Since 2020, REC retirements at Encore Boston Harbor matched 100 percent of annual electricity consumed from the market.

Emissions intensity for Encore Boston Harbor includes Scope 1 and 2 emissions and property square footage.

WYNN AVIATION EMISSIONS INVENTORY

Wynn Aviation reports Scope 1 emissions from fuel consumed by the two aircraft under Wynn's operational control. No carbon credits or renewable energy attributes are included in the 2025 calculation.

Emissions intensity for Wynn Aviation operations is calculated using Scope 1 emissions and flight miles for comparability and relevance. This approach is unique to aviation operations and is not comparable to the emissions intensity of Wynn properties in North America.

WYNN RESORTS' NORTH AMERICA PROPERTY EMISSIONS BY SCOPE (METRIC TONS CO ² e)												
	Wynn Las Vegas				Encore Boston Harbor				North America Total			
	Scope 1	Scope 2 (market-based)	Scope 2 (location-based)	Total	Scope 1	Scope 2 (market-based)	Scope 2 (location-based)	Total	Scope 1	Scope 2 (market-based)	Scope 2 (location-based)	Total
2021	26,833	60,142	77,511	86,975	13,832	0	3,388	13,832	40,665	60,142	80,899	100,807
2022	28,948	38,843	65,688	67,791	13,891	0	3,906	13,891	42,839	38,843	69,594	81,682
2023	30,485	40,609	49,741	71,094	13,497	0	2,832	13,497	43,982	40,609	52,573	84,591
2024	28,848	29,908	62,206	58,756	11,665	0	5,644	11,665	40,513	29,908	67,850	70,421
2025	28,325	32,519	58,330	60,844	11,983	0	6,132	11,983	40,308	32,519	64,462	72,827

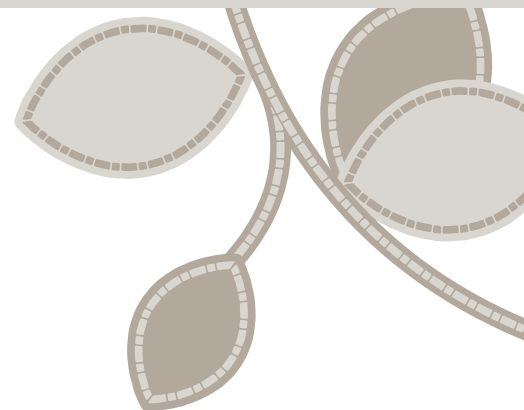
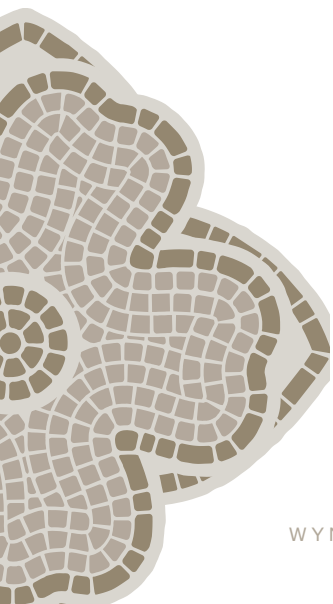
WYNN RESORTS' EMISSIONS BY OPERATION (METRIC TONS CO ² e)			
	Wynn Aviation	Wynn Sports Interactive	Wynn North America
	Scope 1	Scope 1	Scope 1 and 2
2021	301,058	19	100,825
2022	267,922	15	81,697
2023	286,710	0	84,591
2024	264,230	0	70,421
2025	301,861	0	72,827

2025 WYNN RESORTS' NORTH AMERICA GREENHOUSE GAS EMISSIONS INTENSITY		
Operation	Emissions Intensity Ratio	Organization-Specific Denominator
Wynn Las Vegas	0.003	17,725,219 square feet
Encore Boston Harbor	0.004	3,112,153 square feet
Wynn Aviation	0.202	1,497,391 passenger miles flown

CARBON-FREE ELECTRICITY

Wynn Las Vegas consumed 36 percent of electricity from carbon-free generation sources in 2025. Carbon-free sources of energy include renewable sources and also non-renewable sources such as nuclear and large hydropower.

* Wynn Sports Interactive ceased operations in 2023.



WATER

WATER CONSERVATION

Wynn Resorts’ water-conservation efforts aim to adapt to today’s challenges and mitigate adverse effects in the future. Water resources vary among the regions in North America where Wynn Resorts operates. Wynn Resorts recognizes that using water responsibly is important to communities and ecosystems. The Company assesses water risks using the World Resources Institute (WRI) Water Stress Map and Aqueduct tool, which considers relevant aspects of water impact, such as quantity, quality, and accessibility. In regions with increased risk levels, Wynn Resorts also works with regional authorities to align onsite practices with regional conservation goals.

WATER CONSUMPTION IN 2025 AT WYNN LAS VEGAS HAS BEEN REDUCED BY THREE PERCENT COMPARED TO 2019.

CONSUMPTIVE WATER MANAGEMENT

Wynn Resorts monitors and reports water usage annually, with the goal of reducing consumptive water use that does not return water to local sources. Onsite conservation practices include prioritizing drought-tolerant landscaping to reduce water demand. To minimize water evaporation and excess runoff outdoors, precise drip irrigation systems measure soil moisture and disperse water based on actual need and weather conditions. Wynn Resorts also works closely with local authorities, municipalities, and other stakeholders to identify new water conservation opportunities.



WYNN NORTH AMERICA WATER CONSUMPTION (GALLONS x 1,000)				
	Wynn Las Vegas	Encore Boston Harbor	North America Total	Water Consumption in Areas of High Stress
2021	432,780	64,858	497,638	0
2022	486,745	82,033	568,778	0
2023	498,950	78,937	557,887	0
2024	507,611	76,514	584,125	0
2025	503,749	77,040	580,789	0

NON-CONSUMPTIVE WATER DISCHARGE

Wynn Resorts uses various methods to prevent hazardous materials and excessive chemicals from discharging into municipal sewers. For example, Wynn Las Vegas collects yellow grease for off-site conversion into biodiesel and collects brown grease separately for off-site treatment as a hazardous material. Encore Boston Harbor also collects cooking oil for repurposing into biofuel and has a rainwater capture system that holds up to 106,000 gallons (approximately 401,254 liters) for horticulture and landscaping needs. In 2025, the system captured approximately 608,000 gallons of rainwater for horticultural operations. Additionally, Wynn Resorts uses specially formulated cleaning products generated onsite to help ensure the least impact on water discharged from operations.

WYNN RESORTS REGIONAL WATER RISK ASSESSMENT 2025

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

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

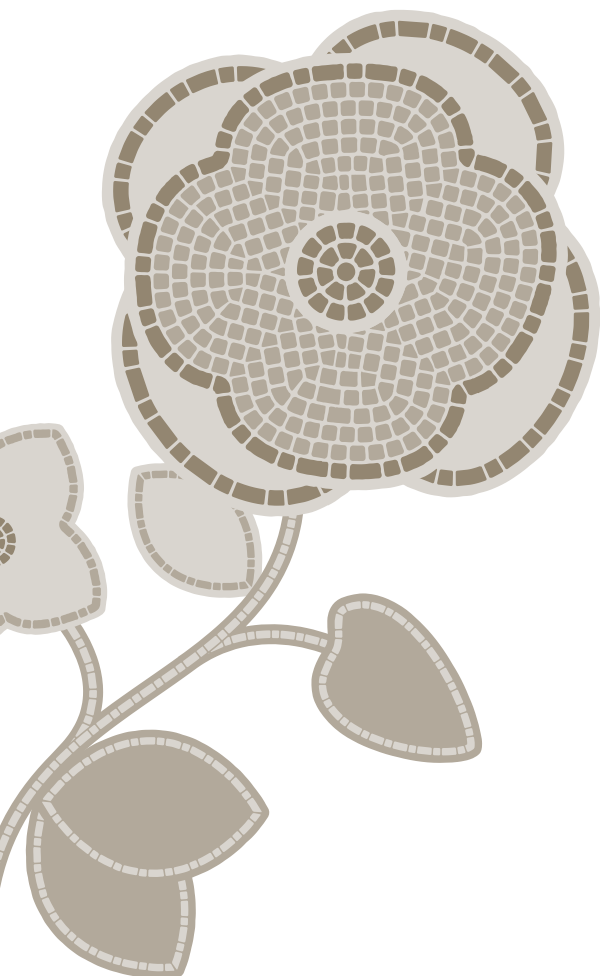
WASTE

WASTE MANAGEMENT

By partnering with third-party waste management experts, Wynn Resorts achieves higher diversion rates compared to using guest-facing recycling bins. Stewarding and Public Areas teams collect waste materials, which are then sorted by trained waste management partners onsite and processed off-site at specialty facilities. In Las Vegas, RENUoil of America manages the various waste streams heading to compost, recycling, reclamation, and landfill. At Encore Boston Harbor, waste is sorted by Republic Services and sent to recycling facilities, landfills, waste-to-energy facilities, and other handling facilities.

SOAP RECYCLED BY WYNN RESORTS IN NORTH AMERICA IN PARTNERSHIP WITH CLEAN THE WORLD (POUNDS)	
2021	7,851
2022	7,644
2023	5,046
2024	7,813
2025	16,123

2025 WYNN NORTH AMERICA WASTE AND DIVERSION (TONS)			
		Encore Boston Harbor	Wynn Las Vegas
Total Waste Weight		3,838	22,845
Rate of Diversion from Landfill		57%	49%
Total Diverted		1,198	11,173
Total Hazardous Diverted	Recycle	0	0
	Reuse	0	0
	Other	0	0
Total Non-Hazardous Diverted	Recycle	746	4,268
	Reuse	0	5
	Compost	452	6,900
	Donate	0	0
Total Disposed		2,640	11,672
Total Hazardous Disposed	Incineration	0	0
	Landfill	0	0
	Energy Recovery	13	0
Total Non-Hazardous Disposed	Incineration	0	0
	Landfill	1,630	11,672
	Energy Recovery	997	0





GOLDLEAF SUSTAINABILITY PROGRAM

Wynn Resorts takes a proactive approach to environmental sustainability. The Company's philosophy is to "care for both our guests and our planet." Wynn Resorts provides award-winning service at its resorts while respecting its people, its communities, and its planet. Wynn Resorts' Goldleaf sustainability program employs four practices that raise awareness of sustainability practices among both staff and guests.

Invent Solutions: Unique in our ability to invent sustainable solutions that raise standards of sustainable operations in the industry.

Add Value: Unwavering commitment to service allows Wynn Resorts to practice sustainability in ways that enhance the guest experience while making no compromises to five-star luxury.

Take Action: Wynn Resorts does not believe in being quick; rather Wynn Resorts focuses on immediacy. Wynn Resorts employees anticipate the needs of guests and the planet.

Scale Knowledge: Wynn Resorts shares lessons through transparent communication, and advocates for collaboration to solve global climate issues.

GUEST WELLNESS AND AIR QUALITY

Encore Boston Harbor and Wynn Las Vegas deployed air sensor networks in guest rooms and suites to monitor indoor air quality in real time. These advanced sensors use patented molecular detection technology to detect airborne contaminants, enabling swift action to address air quality concerns. Additionally, Wynn Las Vegas installed ionization and improved air handler filtration to help reduce odor in areas where smoking is allowed, including the casino floor. These new technologies meet the highest standards for guest comfort and air quality.

GREEN MEETINGS

To support meetings and convention guests with their sustainability goals, Hotel Sales, Catering and Banquet teams at Wynn Las Vegas provide event-specific waste management services that can divert 90 percent or more of event waste from landfills. Wynn Las Vegas' additional event offerings include programs that benefit the community by donating surplus food to local charitable organizations, helping to reduce food insecurity among vulnerable populations.



COMMITMENT TO THE HUMANE CARE OF ANIMALS

Wynn Resorts' reputation for integrity and ethical conduct extends to all business areas. As an internationally recognized brand, Wynn Resorts uses its scale, reputation, and influence to enhance the planet, guests, and suppliers. Consequently, the Company prioritizes the humane care of animals throughout our supply chain.

The Company's animal welfare policy reflects its commitment to excellence and our core value of "caring about everyone and everything." Wynn Resorts prioritizes vendors and suppliers who demonstrate and certify responsible practices in animal care, such as the World Organisation for Animal Health's Five Freedoms:

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

K9 WELFARE

Wynn Resorts operates K9 programs across North America, guided by rigorous but humane training, third-party assessments, and animal welfare standards that support safety and operational readiness. K9 handlers complete eight weeks of initial training, including formal coursework, supervised field instruction, and shadowing. K9 handlers must maintain third-party certifications annually, which require at least 32 hours of continuous education. Independent organizations, including the International Casino and Resort Working Dog Association and the United States Police Canine Association, provide regular audits that reinforce consistent best practices.

Animal welfare is central to the K9 program. At Wynn Las Vegas, canines are housed in a customized, climate-controlled facility with individual kennels, grooming areas, and outdoor exercise space. When Encore Boston Harbor's canines are not at work, they reside with their handlers, who are required to meet strict welfare standards. Across K9 operations, handlers are trained to care for the wellness and health of the canines, using the Company's resources and collaborations with animal organizations, law enforcement specialists, and other security teams.



CAGE-FREE EGG COMMITMENT

Wynn Resorts' animal welfare policy defines standards for our vendors and suppliers that align with the World Organisation for Animal Health's Five Freedoms. In 2023, Wynn Resorts set a goal to serve only cage-free chicken eggs and achieved it by the end of 2024.



GOVERNANCE

RESPONSIBLE GAMING AND MARKETING

Wynn Resorts is committed to promoting healthy, informed gaming as a form of entertainment for its guests and the communities in which it operates, and to educate its employees about responsible gaming practices. As outlined in the Company's Code of Business Conduct and Ethics (Code) and Responsible Gaming Policy, responsible gaming is an integral part of daily operations. The Company's policies and procedures follow the American Gaming Association's (AGA) Code of Conduct for Responsible Gaming, which establishes industry-wide best practices.

Patrons may request to be removed from promotional mailings and to restrict casino-specific privileges, such as access to markers, player card privileges, and on-site check cashing. The Company also reserves the right to exclude patrons from gaming without their request. Wynn Resorts provides training to every new employee and offers annual refresher courses for all employees as part of its responsible gaming program. The Company also raises employees' awareness of responsible gaming through workplace campaigns and signage.

Responsible marketing is an essential part of the Company's communication strategy and its commitment to responsible gaming. All gaming-related advertising includes a responsible gaming message and a toll-free helpline number. The Company places promotional media only where most of the audience is expected to be above the legal gaming age and avoids marketing designed to appeal to individuals under that age. Brochures are available on the casino floor and at the cage, and responsible gaming information is accessible through Company apps and web-based programs.

Encore Boston Harbor has partnered with GameSense, an innovative responsible gaming program adopted by the Massachusetts Gaming Commission. The casino has an on-site GameSense information center and offers PlayMyWay, a voluntary tool that allows guests to track their play and alerts them as they approach the budget they have set for the day, week, or month.

Wynn Resorts is dedicated to continuous and meaningful engagement to address problem gambling. The Company has built strong alliances with community organizations and individuals to foster learning, innovation, and collaboration. Wynn Resorts is a proud supporter and financial contributor to the International Center for Responsible Gaming (ICRG), a research and educational organization focused on reducing gambling-related harm worldwide. Chairman of the Wynn Resorts Board of Directors, Philip G. Satre, is a founding member of the ICRG and Wynn Resorts Executive Vice President, General Counsel and Secretary, Jacqui Krum, sits on the advisory board to the organization. Wynn Resorts supports evidence-based research to guide its responsible gaming efforts.

CORPORATE GOVERNANCE

Wynn Resorts prioritizes integrity and accountability through a robust corporate governance framework. The Company's policies and procedures, which apply to Wynn Resorts and its subsidiaries, ensure that its governance practices align with the highest standards and effectively support the Company's strategic objectives. The Company's and Board's approach to corporate governance is further explained in the Proxy Filing under Committees of the Board on p. 16 and Governance on p. 3.

BOARD ROLE IN ESG RISK OVERSIGHT

The Board of Directors and the Chief Executive Officer oversee Wynn Resorts' Environmental, Social, and Governance program. The Executive Vice President and General Counsel and the Chief Sustainability and Government Affairs Officer direct operational policies, strategies, and goals. Steering the management of ESG topics are operational teams with expertise in compliance, sustainability, government affairs, human resources, and investor relations.

The Board assesses risks to long-term strategic objectives, including threats to our people and communities. The Company addresses these risks through Environmental, Social, and Governance initiatives.

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

CODE OF BUSINESS CONDUCT AND ETHICS

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

The Code applies to the Company's employees, officers, Board of Directors, Compliance Committee, and certain vendors, tenants, consultants, and business partners who work on the Company's premises or on its behalf.

BUSINESS ETHICS

The Compliance Committee is an independent committee established by Wynn Resorts' Board of Directors to ensure the Company does not engage in activities that would harm its integrity or reputation. The Compliance Committee is composed of three independent members and two members of the Board who serve as *ex officio* members. The Compliance Committee reports to the Board of Directors, and the Company's Chief Global Compliance Officer reports to the Compliance Committee. At least quarterly, the Chief Global Compliance Officer reports to the Compliance Committee on matters as required by the Compliance Plan or as deemed appropriate.

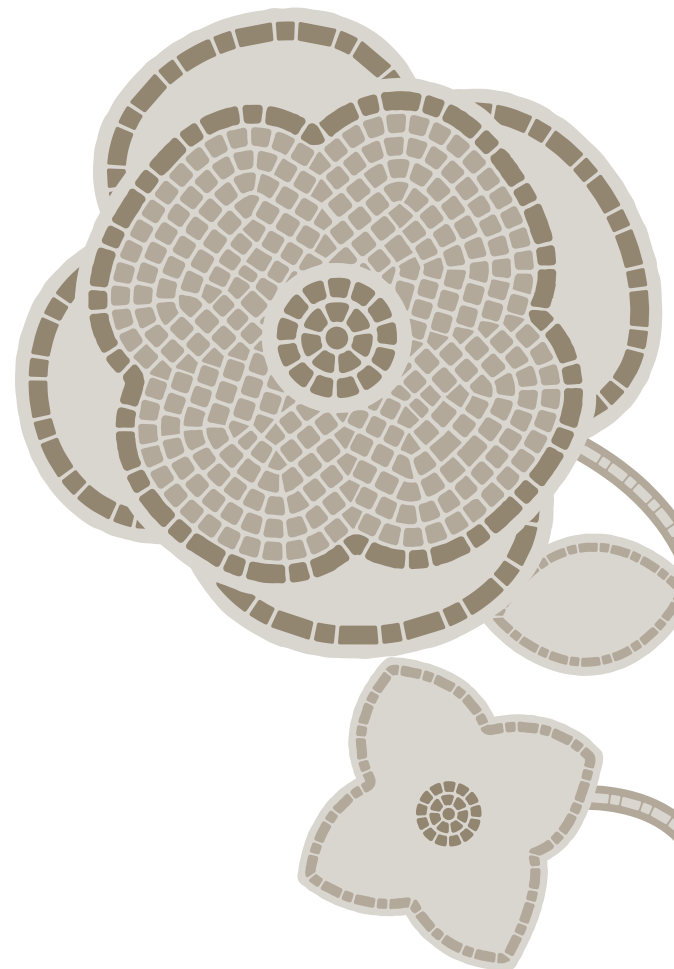
The Chief Global Compliance Officer oversees managerial responsibilities for business ethics, as detailed in the Code, the Anti-Corruption Policy, and the Anti-Money Laundering Policy. Responsibilities include completing, through a third-party, an annual Company risk assessment that covers anti-money laundering compliance and sanctions. The Wynn Resorts Internal Audit Department (Internal Audit) conducts periodic audits of compliance, anti-money laundering, miscellaneous regulations, and risk registers related to ethics and anti-corruption. These internal monitoring processes to detect corruption are central to evaluating the effectiveness of business ethics practices.

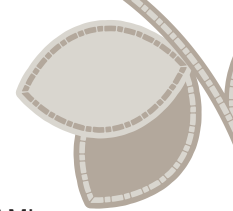
99 PERCENT OF WYNN RESORTS EMPLOYEES IN NORTH AMERICA COMPLETED ANNUAL COMPLIANCE TRAINING BY THE CLOSE OF 2025.

ANTI-CORRUPTION

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

Board members and all employees, including senior executives, receive regular training on the Company's Anti-Corruption Policy. All employees are required to immediately report actual or potential violations of Company policy or anti-corruption laws, whether by employees or third parties, to the Chief Global Compliance Officer.





ANTI-MONEY LAUNDERING

Wynn Resorts adheres to the AGA's Best Practices for Anti-Money Laundering (AML) Compliance. The Company's AML business units undergo periodic money laundering risk assessments, which inform the Company's AML compliance policies, procedures, and controls. The Company follows industry best practices to maintain an effective AML program, which includes:

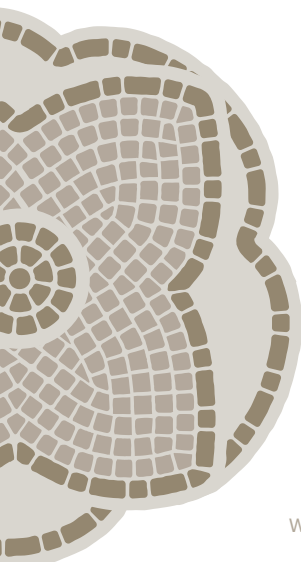
- Establishing a system of internal controls, policies, and procedures to ensure ongoing compliance with AML requirements.
- Ensuring independent testing of AML compliance with a scope and frequency that align with the money laundering and terrorist financing risks present.
- Training casino personnel,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

The Board and independent Compliance Committee are responsible for ensuring the Company's implementation and maintenance of an effective AML compliance program. To meet this responsibility, the Board and Compliance Committee receive periodic reports on AML compliance from the Chief Global Compliance Officer, who is responsible for the day-to-day administration of the Compliance Plan.

Each of the Company's AML business units includes a qualified AML officer responsible for developing, implementing, and managing that business unit's AML compliance policy. Each AML business unit conducts regular audits to maintain compliance with all applicable laws and regulations. Additionally, each AML business unit undergoes regular independent testing of its AML compliance program by Internal Audit. The Company also engages independent third parties to evaluate its AML compliance program and conduct comprehensive AML risk assessments.

FACILITATION OF NON-COMPLIANCE REPORTING AND WHISTLEBLOWER PROTECTIONS

To promote its commitment to lawful and ethical business practices, the Company provides several channels for reporting unethical behavior or violations of Company policies, including an anonymous reporting system. Individuals who report suspected misconduct in good faith, or who assist in any related investigation, will not be subject to retaliation or adverse employment action. Information about reporting procedures is included in the Company's Code of Business Conduct and Ethics and the Preventing Harassment and Discrimination Policy.



HUMAN RIGHTS

Wynn Resorts' Human Rights Policy commits to upholding human rights and fair labor practices in all Company operations. Specific procedures and standards to uphold these values are laid out in key operational policies, including:

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

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

PREVENTING HARASSMENT AND DISCRIMINATION

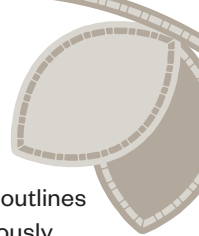
Wynn Resorts provides all employees with a safe work environment where they are treated with dignity and respect. The Company does not tolerate offensive, demeaning, insulting, or otherwise derogatory conduct, whether between employees or persons doing business with or for the Company, including guests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

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

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

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





APPROACH TO TAX

Wynn Resorts' tax strategy aligns with the Company's Code of Business Conduct and Ethics. The Company identifies, evaluates, monitors, and manages tax risks to ensure compliance with all applicable legal obligations, tax laws, and regulations. Wynn Resorts continuously monitors changes in tax legislation and consults professional advisers when appropriate.

As the business grows, the Company may face risks associated with complex and evolving tax laws. When tax laws are unclear in a material transaction or specific situation, Wynn Resorts routinely seeks professional guidance. The Company evaluates tax laws to support its commercial and investment objectives and reviews the tax treatment of material transactions and new business developments. When multiple lawful options exist, Wynn Resorts may pursue the most tax-efficient approach. When appropriate, the Company applies tax incentives and exemptions as intended by law.

In 2025, Wynn Resorts paid approximately \$613.5 million in taxes and government fees in the United States.

Wynn Resorts' Code of Business Conduct and Ethics outlines procedures for reporting potential violations anonymously. These reporting channels support the disclosure of unethical or illegal activity, including violations of accounting, auditing, or securities laws.

The Company discloses its accounting firms' opinions on financial statements and internal controls, along with tax disclosures and related information, in its financial reports, including the Wynn Resorts Annual Report: Report of Independent Registered Public Accounting Firm (p. 53–55) and Note 14—Income Taxes (p. 88). Wynn Resorts engages with tax authorities in a cooperative and compliant manner. The Company participated in the IRS Compliance Assurance Program from the 2012 through 2025 tax years and plans to continue participation for the 2026 tax year. To reduce tax risk and promote transparency, Wynn Resorts provides timely tax information and disclosures. The Company resolves differences through constructive dialogue and by supplying tax authorities with the information necessary to understand its business operations.

POLITICAL ACTIVITY

Wynn Resorts engages in the public policy process to support responsible governance, a stable business environment, and the long-term success of the communities where we operate. The Wynn Resorts Political Contribution Policy guides this work and reflects the Company's commitment to transparency, accountability, and nonpartisan engagement. Wynn Resorts supports candidates and policy initiatives based on their alignment with these principles and the interests of Wynn Resorts' employees, guests, and shareholders.

Wynn Resorts' priorities focus on policies which:

- Strengthen public education, workforce development, and long-term talent pipelines
- Promote economic growth and expand opportunity within the communities Wynn Resorts serves
- Ensure travel and tourism remain safe, accessible, and resilient, including investment in public safety and emergency response
- Advance responsible gaming practices and consumer protections
- Maintain strong regulatory frameworks that protect the integrity of the gaming industry

POLICY ENGAGEMENT IN 2025

In 2025, Wynn Resorts maintained an active and coordinated approach to public policy engagement at the federal, state, and local levels.

The Company engaged with policymakers, regulators, and community leaders to provide industry perspective on issues including economic development, workforce priorities, public safety, infrastructure, tourism, and responsible gaming. At the federal level, this included engagement on policies affecting travel and tourism, taxation, workforce, and the broader regulatory environment impacting the gaming and hospitality industry.

These efforts are designed to ensure that public policy decisions reflect the operational realities of large-scale integrated resorts and the needs of the employees who support them. Where appropriate and consistent with our Political Contribution Policy, the Company also supported candidates and organizations whose priorities align with these policy objectives.

ENCOURAGING EMPLOYEE PARTICIPATION

Wynn Resorts supports employees' informed participation in the democratic process. Every two years, the Company produces a nonpartisan voter guide for Wynn Las Vegas employees. The guide compiles publicly available information from election officials and includes unedited candidate responses to a standard set of questions. It is designed to provide employees with a clear and factual resource to better understand the candidates and issues on their ballots. In non-election years, Wynn Resorts continues to promote civic awareness by providing employees with access to relevant public information and resources.

TRADE ASSOCIATIONS

Wynn Resorts works through national and regional trade associations to advance shared industry priorities and contribute to policy development. These organizations may engage in lobbying activities in accordance with applicable laws and their respective governance structures.

The Company has been an active member of the Nevada Resort Association for more than 15 years. The association represents the interests of Nevada's integrated resort industry and advocates on issues critical to its continued growth and competitiveness. In 2025, the Nevada Resort Association reported that approximately 57 percent of member dues were used for lobbying activities.

MEMBERSHIP ASSOCIATIONS

In 2025, Wynn Resorts maintained memberships in a broad range of business, industry, and community organizations, including:

- American Gaming Association
- Cambridge (Massachusetts) Chamber of Commerce
- Center for Women and Enterprise, Inc.
- Chelsea (Massachusetts) Chamber of Commerce
- Financial Accounting Standards Board
- Greater Boston (Massachusetts) Chamber of Commerce
- International Center for Responsible Gaming
- Latin Chamber of Commerce (Nevada)
- Malden (Massachusetts) Chamber of Commerce
- Manhattan (New York) Chamber of Commerce
- Massachusetts Taxpayers Foundation
- Nevada Gay Rodeo Association
- Nevada Resort Association
- New England Council
- New York Building Congress
- Public Company Accounting Oversight Board
- Somerville (Massachusetts) Chamber of Commerce
- U.S./China Business Council
- Vegas Chamber

DATA PROTECTION AND INFORMATION SECURITY

Wynn Resorts' information security program is designed to preserve the accuracy and integrity of all information the Company processes. The program protects data, including employee, guest, and operational information, from misuse, loss, or theft. Our information security program is founded on principles and standards of the National Institute of Standards and Technology Framework for Improving Critical Infrastructure Cybersecurity issued by the U.S. government.

The Chief Information Security Officer (CISO) works closely with the Chief Information Officer and the Chief Privacy Counsel to manage the Company's global information security, information technology, and data privacy programs. The Company's information security program includes robust controls and safeguards for the Company's systems, applications, and databases, as well as those of its third-party vendors. The CISO manages the information security program and sets annual targets and security objectives.

The program includes regular risk assessments and recurring internal and external audits to evaluate its maturity and effectiveness. In addition, the Company conducts cyber security and privacy due diligence on certain third parties with which Wynn Resorts will do business. These assessments evaluate internal systems, some external systems of the third parties, and may also include review of the third-party's System and Organization Controls (SOC), when available. The results of these assessments and audits inform decisions to make program adjustments and ensure that security objectives are effective and up to date.

Additional features of the Company's cybersecurity program include security controls, such as firewalls and intrusion-detection systems; data-loss prevention tools; penetration testing of network, cloud, and application platforms; security assessments of third-party vendors; and security awareness education for employees and specialized training for our information security specialists.

In the event of a cyber incident that may be considered "material" under the SEC's disclosure rules, Wynn Resorts has established a separate committee comprised of the General Counsel, the Chief Financial Officer, the Chief Privacy Counsel, and the CISO. The Materiality Committee determines whether a cyber incident, or series of incidents, is "material" and requires disclosure under Item 1.05 of Form 8-K, as well as informing the Board of Directors about the incident from a risk oversight perspective. Additional information on Wynn Resorts' information security governance can be found in the [Privacy Policy](#) and Wynn Resorts Annual Report: Item 1C. Cybersecurity, p. 29.

GRI DISCLOSURE INDEX

SUB-DISCLOSURES

DISCLOSURE STATEMENT

2-1	Organizational details	Wynn Resorts, Limited is located at: 3131 Las Vegas Boulevard, South Las Vegas, Nevada 89109 United States of America Wynn Resorts 2025 Executive Overview : Wynn Resorts Properties, p. 4;
2-2	Entities included in the organization's sustainability reporting	Wynn Resorts 2025 ESG Report: About this Report, p. 3; Wynn Resorts Annual Report : Note 20-Segment Information, p. 99;
2-3	Reporting period, frequency, and contact point	Wynn Resorts 2025 ESG Report: About This Report, p. 3;
2-4	Restatements of information	This report restates relevant information from previous publications regarding ongoing program descriptions, historical awards, building certifications, and policy descriptions.
2-5	External assurance	This report is not externally assured.
2-6	Activities, value chain, and other business relationships	Wynn Resorts 2025 ESG Report: About This Report, p. 3; Wynn Resorts Annual Report : Item 1-Business, p. 3; Market and Competition, p. 6; Future Development Projects, p. 6; Wynn Resorts Proxy Statement : Pursuing Growth Opportunities, p. 1;
2-7	Employees	Wynn Resorts 2025 ESG Report: Labor Practices, p. 10;
2-9	Governance structure and composition	Wynn Resorts Proxy Statement : Governance, p. 3; Committees of the Board, p. 16; Board Independence, p. 15; Board Composition, p. 4; Wynn Resorts 2025 ESG Report: Board Role in Risk Oversight, p. 31
2-10	Nomination and selection of the highest governance body	Wynn Resorts Proxy Statement : Committees of the Board, p. 16; Board Composition, p. 4;
2-11	Chair of the highest governance body	Wynn Resorts Proxy Statement : Board Independence, p. 15;
2-14	Role of the highest governance body in sustainability reporting	Wynn Resorts 2025 ESG Report: Board Role in Risk Oversight, p. 31; The Wynn Resorts 2025 ESG Report and 2025 Executive Overview have been reviewed by the CEO.
2-15	Conflicts of interest	Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts Proxy Statement : Board Independence, p. 15; Nominating and Corporate Governance Committee, p. 18;
2-16	Communication of critical concerns	Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts Proxy Statement : Board Role in Risk Oversight, p. 21;
2-17	Collective knowledge of the highest governance body	Wynn Resorts Proxy Statement : Board Composition, p. 4;
2-18	Evaluation of the performance of the highest governance body	Wynn Resorts 2025 ESG Report: Board Role in Risk Oversight, p. 31; Wynn Resorts Proxy Statement : Compensation Committee, p. 17; Compensation Committee Report, p. 51; Our Commitment to Shareholder Engagement, p. 24;
2-19	Remuneration policies	Wynn Resorts Proxy Statement : How We Are Paid, p. 25; 2025 Annual Incentive Payout, p. 42;

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2-20 Process to determine remuneration	Wynn Resorts Proxy Statement : Compensation Committee, p. 17; How We Are Paid, p. 25; Compensation Committee Report, p. 51; Our Commitment to Shareholder Engagement, p. 24;
2-21 Annual total compensation ratio	Wynn Resorts Proxy Statement : Pay Ratio Disclosure, p. 66;
2-22 Statement on sustainable development strategy	Wynn Resorts 2025 Executive Overview : Message from Craig S. Billings, CEO, p. 3; A Trajectory Toward 2030 Goals, p. 10;
2-23 Policy commitments	Wynn Resorts Annual Report : Our Strategy, p. 3; Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts 2025 ESG Report: Human Rights, p. 34;
2-26 Mechanisms for seeking advice and raising concerns	Wynn Resorts Code of Business Conduct and Ethics Wynn Resorts 2025 ESG Report: Facilitation of Non-Compliance Reporting and Whistleblower Protections, p. 33; Board Role in ESG Risk Oversight, p. 31;
2-28 Membership associations	Wynn Resorts 2025 ESG Report: Political Activity, p. 35;
2-30 Collective bargaining agreements	Wynn Resorts 2025 ESG Report: Employee Benefits, p. 10;
3-1 Process to determine material topics	Wynn Resorts 2025 Executive Overview : Materiality Assessment p. 11;
3-2 List of material topics	
3-3 Management of material topics	
201-1 Direct economic value generated and distributed	Wynn Resorts Annual Report : Item 8-Financial Statements and Supplementary Data, p. 52;
201-3 Defined benefit plan obligations and other retirement plans	Wynn Resorts Annual Report : Note 11-Benefit Plans, p. 82;
203-1 Infrastructure investments and services supported	Wynn Resorts 2025 Executive Overview : Campus for Hope: How Wynn Gives Back to the Community, p. 8; Employee Scholarship Impact: Investing in Education, Empowering Futures, p. 7; Wynn Resorts 2025 ESG Report: Our Community, p. 17;
205-2 Communication and training about anti-corruption policies and procedures	Wynn Resorts 2025 ESG Report: Anti-Corruption, p. 32; Employee Training and Education, p. 6;
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Wynn Resorts Annual Report : Note 18-Commitments and Contingencies, p. 96;

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SUB-DISCLOSURES

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207-1	Approach to tax	Wynn Resorts 2025 ESG Report: Approach to Tax, p. 35;
207-2	Tax governance, control, and risk management	
207-3	Stakeholder engagement and management of concerns related to tax	
302-1	Energy consumption within the organization	Wynn Resorts 2025 ESG Report: Energy, p. 21;
302-3	Energy intensity	Wynn Resorts 2025 ESG Report: Energy, p. 21;
303-1	Interactions with water as a shared resource	Wynn Resorts 2025 ESG Report: Water, p. 26;
303-5	Water consumption	Wynn Resorts 2025 ESG Report: Water, p. 26;
305-1	Direct (Scope 1) GHG emissions	Wynn Resorts 2025 ESG Report: Greenhouse Gas Emissions, p. 24;
305-2	Energy indirect (Scope 2) GHG emissions	Wynn Resorts 2025 ESG Report: Greenhouse Gas Emissions, p. 24;
305-4	GHG emissions intensity	Wynn Resorts 2025 ESG Report: Greenhouse Gas Emissions, p. 24;
306-2	Management of significant waste-related impacts	Wynn Resorts 2025 ESG Report: Waste, p. 27;
306-3	Waste generated	Wynn Resorts 2025 ESG Report: Waste, p. 27;
306-4	Waste diverted from disposal	Wynn Resorts 2025 ESG Report: Waste, p. 27;
306-5	Waste directed to disposal	Wynn Resorts 2025 ESG Report: Waste, p. 27;
401-1	New employee hires and employee turnover	Wynn Resorts 2025 ESG Report: Labor Practices, p. 10;

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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Wynn Resorts 2025 ESG Report: Employee Benefits, p. 10;
403-1	Occupational health and safety management system	Wynn Resorts 2025 ESG Report: Workplace and Guest Safety, p. 14;
403-9	Work-related injuries	Wynn Resorts 2025 ESG Report: Workplace and Guest Safety, p. 14;
404-1	Average hours of training per year per employee	Wynn Resorts 2025 ESG Report: Employee Training and Education, p. 6;
404-2	Programs for upgrading employee skills and transition assistance programs	Wynn Resorts 2025 ESG Report: Employee Training and Education, p. 6; Employee Benefits, P. 10;
405-1	Diversity of governance bodies and employees	Wynn Resorts 2025 ESG Report: Employee Community, p. 8;
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Wynn Resorts 2025 ESG Report: Human Rights, p. 34;
410-1	Security personnel trained in human rights policies or procedures	Wynn Resorts 2025 ESG Report: Workplace Security Program, p. 15;
415-1	Political Contributions	Wynn Resorts 2025 ESG Report: Political Activity, p. 35;
418-1	Security personnel trained in human rights policies or procedures	Wynn Resorts 2025 ESG Report: Data Protection and Information Security, p. 37;

SASB CONSOLIDATED STANDARDS

TOPIC	SASB CODE	DISCLOSURE DETAIL BREAKDOWN	DISCLOSURE STATEMENT
Energy Management	SV-CA-130a.1; SV-HL-130a.1; FB-RN-130a.1	Total Energy Consumed	Wynn Resorts 2025 ESG Report: Energy, p. 21;
		Percentage Grid Electricity	Wynn Resorts 2025 ESG Report: Energy, p. 21;
		Percentage Renewable	Wynn Resorts 2025 ESG Report: Energy, p. 21;
Water Management	SV-HL-140a.1; FB-RN-140a.1	Total Water Consumed, Percentage in Regions with High or Extremely High Baseline Water Stress	Wynn Resorts 2025 ESG Report: Water, p. 26;
Labor Practices	SV-HL-310a.1; FB-RN-310a.1	Voluntary Turnover Rate for All Employees	Wynn Resorts 2025 ESG Report: Labor Practices, p. 10;
		Involuntary Turnover Rate for All Employees	
	SV-HL-310a.3; FB-RN-310a.2	Average Hourly Wage, by Region	Wynn Resorts 2025 ESG Report: Labor Practices, p. 10;
		Percentage of Hotel Employees Earning Above Minimum Wage, by Region	Wynn Resorts 2025 ESG Report: Labor Practices, p. 10;
	SV-HL-310a.4	Description of Policies and Programs to Prevent Worker Harassment	Wynn Resorts 2025 ESG Report: Preventing Harassment and Discrimination, p. 34; Facilitation of Non-Compliance Reporting and Whistleblower Protections, p. 33; Human Rights, p. 34;

SASB CASINO AND GAMING STANDARDS

TOPIC	SASB CODE	DISCLOSURE DETAIL BREAKDOWN	DISCLOSURE STATEMENT							
Responsible Gaming	SV-CA-260a.1	Percentage of Gaming Facilities that Implement the Responsible Gambling Index	Wynn Resorts 2025 ESG Report: Responsible Gaming and Marketing, p. 30;							
	SV-CA-260a.2	Percentage of Online Gaming Operations that Implement the National Council on Problem Gambling (NCPG) Internet Responsible Gambling Standards								
Smoke-Free Casinos	SV-CA-320a.1	Percentage of Gaming Floor Where Smoking is Allowed	49 percent of Wynn gaming area in North America was smoke-friendly in 2025.							
	SV-CA-320a.2	Percentage of Gaming Staff Who Work in Areas Where Smoking is Allowed	<table border="1"> <thead> <tr> <th colspan="2">2025 Percentage of North America Employees in Smoke-Friendly Gaming Areas</th> </tr> </thead> <tbody> <tr> <td>Wynn Las Vegas</td> <td>72%</td> </tr> <tr> <td>Encore Boston Harbor</td> <td>0%</td> </tr> <tr> <td>Wynn North America Total</td> <td>45%</td> </tr> </tbody> </table>	2025 Percentage of North America Employees in Smoke-Friendly Gaming Areas		Wynn Las Vegas	72%	Encore Boston Harbor	0%	Wynn North America Total
2025 Percentage of North America Employees in Smoke-Friendly Gaming Areas										
Wynn Las Vegas	72%									
Encore Boston Harbor	0%									
Wynn North America Total	45%									
Internal Controls on Money Laundering	SV-CA-510a.1	Description of Anti-Money Laundering Policies and Practices	Wynn Resorts 2025 ESG Report: Anti-Money Laundering, p. 33;							

SASB HOTEL AND LODGING STANDARDS

TOPIC	SASB CODE	DISCLOSURE DETAIL BREAKDOWN	DISCLOSURE STATEMENT
Ecological Impacts	SV-HL-160a.1	Number of Lodging Facilities Located in or Near Areas of Protected Conservation Status or Endangered Species Habitat	<p>No Wynn Resorts properties were in the following protected sites in 2025:</p> <ul style="list-style-type: none"> • UNESCO Biospheres • Natura 2000 areas • Ramsar sites <p>According to Protected Planet's World Database of Protected Areas (WDPA) in 2025:</p> <ul style="list-style-type: none"> • Wynn Las Vegas: Not located on protected land. • Encore Boston Harbor: Not located on protected land.
	SV-HL-160a.2	Description of Environmental Management Policies and Practices to Preserve Ecosystem Services	Wynn Resorts 2025 ESG Report: Our Planet, p. 21;
Climate Change Adaptation	SV-HL-450a.1	Number of Lodging Facilities Located in 100-year Flood Zones	<p>In 2025, Wynn identified Encore Boston Harbor as being in a Special Flood Hazard Area (SFHA) as indicated by the U.S. National Flood Insurance Program and the Federal Emergency Management Agency (FEMA) National Flood Hazard Layer (NFHL) Map. FEMA defines SFHA as areas that will be inundated by a flood event with a one percent chance of being equaled or exceeded in any given year.</p> <p>The NFHL map is a compilation of current effective Flood Insurance Rate databases and Letters of Map Revision databases.</p> <ul style="list-style-type: none"> • Wynn Las Vegas: No Flood Risk (Zone X: area of minimal flood hazard, outside the SFHA and higher than the elevation of the 0.2 percent annual-chance flood) • Encore Boston Harbor: 100-year Flood Risk (Zone AE: The Special Flood Hazard Area where base flood elevations are provided)

SASB RESTAURANT STANDARDS

TOPIC	SASB CODE	DISCLOSURE DETAIL BREAKDOWN	DISCLOSURE STATEMENT
Supply Chain Management and Food Sourcing	FB-RN-430a.2	Percentage of Eggs that Originated from a Cage-Free Environment	Wynn Resorts 2025 ESG Report: Cage-Free Egg Commitment, p. 29;
	FB-RN-430a.3	Discussion of Strategy to Manage Environmental and Social Risks within the Supply Chain, including Animal Welfare	Wynn Resorts 2025 ESG Report: Commitment to the Humane Care of Animals, p. 29;

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