

Wynn Resorts, Ltd. Executive *Overview*

TO THE 2025 ESG REPORT

A large, stylized cursive logo of the word "Wynn" is written in white on a brown, lined notebook page. The page is tilted and has horizontal lines. The logo is positioned in the upper right quadrant of the page.A smaller version of the Wynn logo, featuring the word "Wynn" in cursive script above the word "RESORTS" in a smaller, sans-serif font. The logo is positioned in the lower right quadrant of the page.



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MESSAGE FROM CRAIG S. BILLINGS



As you read this report, I hope you will see what I see every day: a team that lives its values rather than merely listing them.

At Wynn Resorts, we ask every employee to embrace six core behaviors. Among them are two that I believe define our character as a company: **Care About Everyone and Everything**, and **Treat Everyone with Dignity and Respect**. These are not aspirational phrases printed on a wall. They represent what we do each and every day.

Caring about everyone extends to recognizing the people who make Wynn the remarkable place it is. In April 2025, we marked a historic milestone: the 20th anniversary of Wynn Las Vegas. Two decades is remarkable, but what moved me was the opportunity to honor the employees who were here on day one. These 1,691 team members—who represent approximately 19 percent of our Las Vegas workforce today—helped build something extraordinary from the ground up.

We celebrated them at Allegiant Stadium with an evening they deserved: a reception, a seated dinner on the field, a gifting suite, and a live performance in appreciation of what their dedication has meant to this company. Eligible Wynn Las Vegas employees also received a stock award based upon their years of continuous service with the Company, including a \$10,000 grant for day-one employees. We also commissioned a short documentary, “Let Me Tell You a Story,” capturing their firsthand accounts of those early days. It is a reminder that Wynn Resorts is not just a place to work—it is a legacy, built by people who chose to invest a part of themselves here.

Treating everyone with dignity and respect extends beyond our walls. That is why we were proud to be a founding partner of, and driving catalyst for, Campus for Hope, the Las Vegas Valley’s first public-private partnership designed to fundamentally reimagine how our region addresses homelessness. Spanning 20 acres and offering nearly 900 beds, Campus for Hope will provide medical and behavioral health services, housing navigation, addiction recovery, job training, childcare, and education—all in one place. Our involvement goes beyond a financial contribution; we have helped to galvanize the Las Vegas community in support of this important effort. Collectively, we will ensure the campus runs with the care and dignity every person deserves.

These are the actions behind our words. I invite you to read this report not as a recitation of programs and statistics, but as a portrait of a company that genuinely believes doing good and doing well are one and the same.

Sincerely,

Craig S. Billings
Chief Executive Officer
Wynn Resorts, Limited



WYNN RESORTS PROPERTIES

WYNN LAS VEGAS

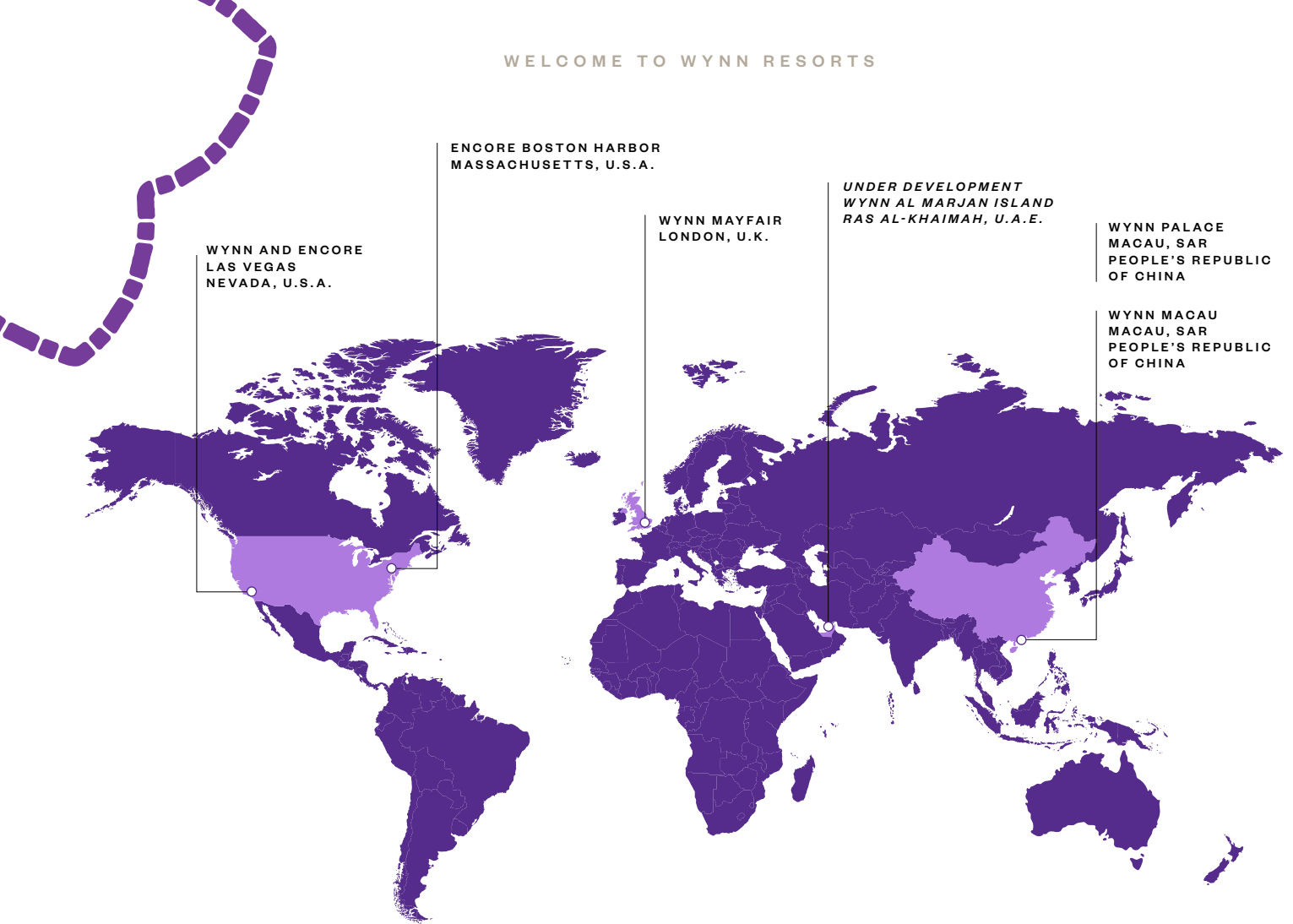
Wynn and Encore Las Vegas consist of two hotel towers with 4,748 hotel rooms, suites, and villas. The resort features 35 food and beverage outlets, two spas, meeting and convention space, three shopping esplanades, as well as two showrooms, two nightclubs, a beach club, and Wynn Golf Club, an 18-hole championship golf course.

WYNN MAYFAIR

Wynn Mayfair is a historic private members' club with gaming and dining in London's Mayfair district. Featuring private salons, a dining room, bar, and social spaces, including an open-air rooftop terrace.

ENCORE BOSTON HARBOR

Encore Boston Harbor is a resort destination featuring 671 hotel rooms and suites, a spa, 16 food and beverage outlets, a nightclub, and ballroom and meeting space. Overlooking the waterfront along the Mystic River in Everett, Massachusetts, the resort has a six-acre public park and Harborwalk.



WYNN AL MARJAN ISLAND

Wynn Al Marjan Island will be the first integrated resort in the United Arab Emirates. Set to open in 2027, the resort will be located 50 minutes from Dubai International Airport in Ras Al-Khaimah. Wynn Resorts is developing the project in partnership with Island 3 AMI FZ-LLC and Marjan LLC. The resort will offer more than 1,500 rooms and suites, more than 20 restaurants, lounges, and bars, a theater, a nightclub, and a beach club. In addition, Wynn Al Marjan Island will feature an extensive 39,000-square-foot poolscape adjacent to the beach. The resort will have its own marina with 99 berths to accommodate yachts. It will also include a shopping promenade spanning more than 158,000 square feet with boutiques, as well as a meetings and events center totaling approximately 65,000 square feet.

WYNN MACAU

Wynn Macau is a hotel and casino resort in the Macau Special Administrative Region of the People's Republic of China with two hotel towers with a total of 1,014 rooms, 11 food and beverage outlets, meeting and convention space, a shopping esplanade, two spas, a salon, and two free-to-the-public entertainment attractions.

WYNN PALACE

Wynn Palace is a resort in Macau. Designed as a floral-themed destination, it boasts 1,706 rooms, suites, and villas, 12 food and beverage outlets, a food hall which includes a variety of stand-alone restaurants and other food offerings, meeting and convention space, a boutique shopping esplanade, SkyCabs that traverse an eight-acre Performance Lake, an extensive collection of rare art, and a spa and salon.

OUR PEOPLE

WYNN RESORTS CELEBRATES 20 YEARS OF EMPLOYEE EXCELLENCE

In April 2025, Wynn Las Vegas celebrated its 20th anniversary, marking two decades as a global leader in hospitality. From the very beginning, Wynn Las Vegas has delivered extraordinary environments and experiences for guests. At this milestone, Wynn Las Vegas credited its success not only to industry-leading design and innovation, but also to the dedication, passion, and hard work of its employees.

Over the past 20 years, the resort has evolved while maintaining its commitment to five-star service, a standard only made possible by its employees. These team members have upheld the Company's core values of excellence, a service-driven mindset, progressiveness, and artistry, helping Wynn Las Vegas set a benchmark that many aspire to achieve. To recognize and reward employees for their dedication to Wynn Las Vegas, eligible regular full-time and part-time employees received a Company stock award based on their years of continuous service, with day-one employees receiving \$10,000 in stock.

Day-one employees also participated in a 22-minute short documentary, "Let Me Tell You a Story," which shared firsthand accounts from the unveiling of Wynn Las Vegas. The documentary underscores that Wynn is not just a job, but a legacy, told through the voices of those who build it day in and day out. The film can be viewed [here](#).

And because no milestone is complete without a celebration, Wynn Las Vegas honored its day-one employees on the evening of April 2, 2025, with a 20th anniversary event at Allegiant Stadium. Day-one employees made up approximately 19 percent of Wynn Resorts' workforce in 2025. The celebration featured a cocktail reception, a three-course seated dinner on the field, and a live performance by entertainer Pitbull. Employees also had the opportunity to select gifts from an on-site gifting suite. The celebration fostered connection among colleagues, reinforced pride in their work, and rewarded the team for their dedication and a job well done.

Throughout the anniversary month, all employees also received gifts from the Company, with specialty items awarded based on years of service. Additional back-of-house activations included games, trivia, prize giveaways, live music, and photo-worthy moments. The celebrations culminated in a midnight countdown leading into the anniversary, complete with a cake-cutting ceremony and elevated food menus for the employees.

WYNN LAS VEGAS DAY-ONE EMPLOYEE, MERRIE FREEMAN

"I'm so proud to be a part of this family. I have had guests coming to see me since we opened the hotel. I have watched their children grow up from infancy to, now, 20 years old. I like to make a difference in someone's day, I like it to matter that I lived today. And every day I step on this property, I am given an opportunity to make someone's day. I am 'Merrie Personality,' this is my job and there is no need for me to go elsewhere, this is the best of the best. I am grateful to still be part of this organization."



OUR COMMUNITY

EMPLOYEE SCHOLARSHIP IMPACT: INVESTING IN EDUCATION, EMPOWERING FUTURES

The Wynn Resorts Foundation Scholarship Program reflects the Company's commitment to social impact through education, workforce support, and intergenerational opportunity. By extending access to higher education for employees and their families, the program helps remove financial barriers while reinforcing a culture of long-term investment in people.

For scholarship recipient Jacob Kissman, the program played a pivotal role at a critical moment. As the son of a longtime Wynn Las Vegas team member who has been with the Company since its opening day, Kissman grew up closely connected to the Wynn community. That connection shaped not only his understanding of work ethics and loyalty, but also his belief in the value of organizations that invest in their people.

Kissman was awarded the scholarship in 2022, just as he was preparing to begin a clinical doctorate program in physical therapy. Like many graduate students, he faced significant educational expenses and the prospect of substantial student loan debt. The scholarship helped offset tuition costs at the outset of his program, reducing financial stress, and allowing him to focus on his academic and clinical training.

The support proved transformative. With fewer financial pressures, Kissman was able to dedicate himself to completing his doctorate and launching his professional career in health care. Today, he is building his future with confidence. He said the scholarship eased his financial burden and reassured him that his goals were attainable.

Kissman's experience illustrates the effect of the Wynn Resorts Foundation Scholarship Program on families, education, and economic mobility. By investing in education, the Company is fostering opportunity, supporting employee well-being, and creating positive outcomes that extend beyond the workplace and into the communities it serves.

DOLLARS FOR DOERS IN ACTION: ALLEN KAM

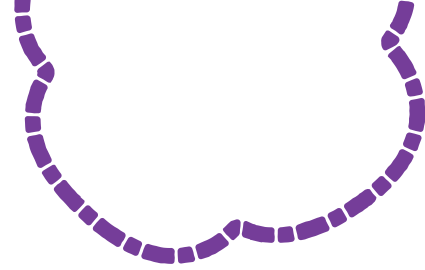
Through Dollars for Doers, Wynn Resorts not only recognizes the time employees invest in their communities but also extends their impact—transforming volunteer hours into meaningful funding for the organizations shaping the next generation.

For Allen Kam, a pit technician at Wynn Las Vegas, employee volunteerism is a way of life that unites his family and his community. Much of Kam's volunteer service has centered on Scouting America, through which he has served as a leader, organizer, and mentor for almost a decade. Alongside his wife and three children, including a son and daughter who also work at Wynn, Kam consistently logs hundreds of volunteer hours each year. He has mentored youth, organized large-scale events such as Scout Expo, and mobilized participation in the popular Wynn volunteer event, Feed the Funnel.

Although his children have graduated from Scouting programs, Kam and his family continue to volunteer—driven by values instilled long before his time at Wynn. Raised in Hawaii by a family of educators and shaped by early involvement in organizations such as Future Farmers of America, Kam views service as both a responsibility and a way to strengthen community bonds. "At Wynn, those values are supported, encouraged, and celebrated," Kam said. "That alignment makes it easy to give back—and to do it together."

In recent years, Kam's service has generated meaningful monetary impact. Through the Dollars for Doers program at Wynn, employees who volunteer 25 hours of personal time at an approved nonprofit can request a \$250 grant to the organizer from the Company. Wynn's financial commitment has amplified Kam's exceptional levels of volunteerism. Since 2022, Kam has volunteered more than 790 hours with Scouts and earned \$3,000 in grants for Scouts from eligible activities.





CAMPUS FOR HOPE: HOW WYNN GIVES BACK TO THE COMMUNITY

Homelessness is an issue that affects the entire Las Vegas community—residents, workers, and visitors. It challenges our security, demands our compassion, and involves mutual responsibility. Wynn Resorts understands that it takes partnerships, investments, and a long-term vision to address difficult issues like this.

That belief spurred Wynn Resorts to become a founding partner in Campus for Hope, the region’s first public-private partnership dedicated to reengineering how Southern Nevada confronts homelessness. With both financial support and leadership, Wynn is working to mobilize people and resources to support Campus for Hope’s mission: to revolutionize support for the unhoused by creating comprehensive and compassionate pathways to achievement.

Spanning 20 acres in the Las Vegas Valley, Campus for Hope will offer almost 900 beds and deliver a full spectrum of care and opportunity. The campus will provide medical and behavioral health services, housing navigation, addiction recovery, job training, childcare, and education—all under one roof. The campus’ goal is to assist people in transitioning from crisis to stability with coordinated, caring, and effective support.

LEADERSHIP AND COLLABORATION

CEO Kim Jefferies oversees Campus for Hope and operates under a board of directors made up of leaders from throughout the resort and business communities. The \$200 million project is based on successful programs such as Haven for Hope in San Antonio but is designed to fit Las Vegas’ unique circumstances.

Wynn’s contribution extends beyond funding. Our operational expertise and culture of service will ensure the campus runs smoothly, safely, and with dignity for everyone who works and lives there. Working with industry partners, Wynn is establishing a new standard for how business and community cooperation can produce genuine results.



KIM JEFFERIES: CAMPUS FOR HOPE CEO

“Campus for Hope is built on the vision that everyone deserves a place to call home and the opportunity to reach their full potential. By pairing transformative housing with wraparound comprehensive services on a single campus, we will address the underlying cause of an individual’s homelessness so that they can rebuild their lives and seamlessly re-enter society.”





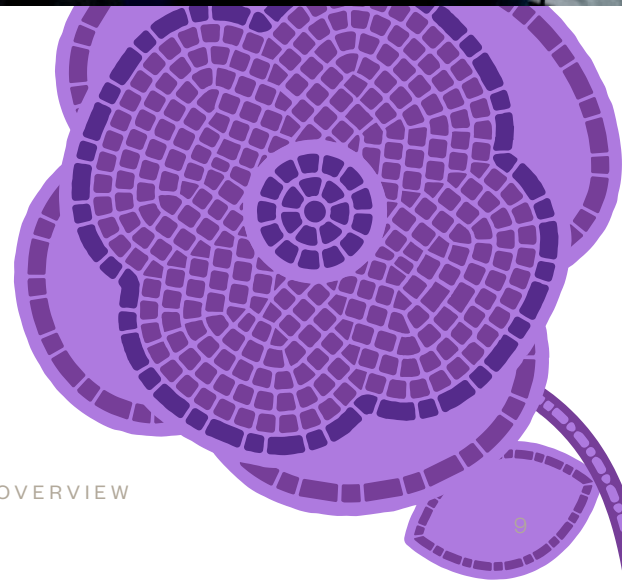
BREAKING GROUND

A ceremonial groundbreaking with state and local officials, nonprofit advocates, and private sector partners took place in July 2025. Speakers emphasized a theme: When business, government, and community come together, real solutions can be achieved. The celebration of the Campus for Hope partnership represented one of the biggest steps in this region to systemically respond to homelessness.

A LASTING IMPACT

For Wynn Resorts, Campus for Hope represents a more profound model of corporate responsibility—one committed to lasting systemic impact. Our investment and leadership in this effort exemplify our continued commitment to support stronger, safer, and more caring communities around our resorts.

By working collaboratively with government agencies, nonprofits, and industry colleagues, Wynn is contributing to building a homeless recovery system that supports the social and economic well-being of Southern Nevada. Campus for Hope is a proof-of-concept showing what’s possible when the private sector delivers on the public good—that compassion can be a shared civic value.



OUR PLANET

TRAJECTORY TOWARD 2030 GOALS

WHY WYNN PURSUES SUSTAINABILITY GOALS

Wynn Resorts' core values compel us to excel in all we do. The Company's sustainability program upholds that commitment by addressing today's priorities while anticipating the challenges we may face in 10, 15, and 25 years. Through careful planning, the business is positioned for better decision-making and greater resilience to a future marked by increased unpredictability and global risks driven by rising temperatures.

40 PERCENT OF ELECTRICITY CONSUMED BY WYNN PROPERTIES IN NORTH AMERICA WAS PRODUCED OR PROCURED BY RENEWABLES IN 2025.

WYNN LAS VEGAS CONSUMED 36 PERCENT OF ELECTRICITY FROM CARBON-FREE SOURCES IN 2025.

TAKING STOCK OF WHERE WE ARE TODAY

Sustainable operations at Wynn were formalized in 2018 with the appointment of the Company's first Chief Sustainability Officer. The strategic value of these efforts was further recognized in 2021, when Wynn published its 2020 ESG Report, which outlined clear sustainability goals and priorities.

Like many other companies recognizing a global call to action, Wynn Resorts has examined its approach to reach the ambitious goal of Net-Zero by 2050. Data-driven insights and systemic thinking guide decisions to address these climate challenges. In 2025, Wynn performed a materiality assessment to measure investments in key environmental, social, and governance topics, which provided insights into the resilience and maturity of the program. Through this assessment, Wynn determined that it meets the expectations of key stakeholders and leads its industry in strategic areas such as energy management, business ethics, and community philanthropy. Over the next five years the Company will evaluate the resiliency of key operations to anticipate potential risk. This will include more closely managing the supply chain, carbon emissions, and climate change strategy.

WYNN'S ENVIRONMENTAL STRATEGY (2026-2030)

WRL GOAL	TOPIC	ACTION
Carbon peak by 2030	Broadened emissions inventory	Scope 3 emissions inventory
		Capture data on growth and expansion of Company
50% renewable energy by 2030	Virtual and physical power purchase agreements	Escape Solar facility in Nevada (online in 2025, 15-year term)
Net-Zero by 2050	Adapt a global strategy to allow for unique pathways for regional markets	Centralized guidance across global operations
	Emissions reduction	Energy efficiencies, renewables, and carbon-free energy
	Emissions transformation using technology innovation	Transportation, construction, and electrification
	Carbon removal purchases	Offsetting operational emissions with high-quality carbon removals.
	Evolve strategy with best practices	Applying the "Oxford University Principles for Net Zero Aligned Carbon Offsetting"



ESG MATERIALITY ASSESSMENT

In 2025, Wynn Resorts conducted an ESG materiality assessment of operations in North America. The goal of this assessment was to measure the impact of the Wynn Resorts ESG program, considering programs, voluntary disclosures, and stakeholder expectations. Taking stock of ESG program maturity and impact informs strategy, direction, and risk at Wynn Resorts.

The ESG materiality assessment was supported by a third-party and an internal ESG Steering Committee of cross-department leaders who manage stakeholders, risk, and strategy. The single-materiality assessment included ESG topics from current programs, disclosure frameworks, and industry standards defined by rating agencies.

The Steering Committee contributed qualitative and quantitative inputs to the assessment. Through discussion, survey, and evaluation, information was gathered along with market research to reveal the material topics listed below. This approach clarified internal values, revealed the impact of current ESG programs, and compared stakeholder priorities.

The assessment also revealed gaps between current ESG disclosures and the direction of the program itself. The Company responded to these findings by setting clear priorities for initiatives and reporting over the next five years, aligned to resource allocation and potential impact. Wynn Resorts will revisit and refine these topics and priorities in its next materiality assessment to ensure the ESG program continues to reflect evolving expectations and business realities.

The ESG materiality assessment identified the following topics as high importance to Wynn Resorts in 2025:

BUSINESS ETHICS	COMMUNITY PHILANTHROPY	GREENHOUSE GAS EMISSIONS AND CLIMATE CHANGE STRATEGY
CORPORATE GOVERNANCE	CUSTOMER WELL-BEING AND RESPONSIBLE GAMING	ENERGY MANAGEMENT AND USAGE
DATA PRIVACY AND CYBERSECURITY		WATER MANAGEMENT AND USAGE
		SUPPLY CHAIN MANAGEMENT

2025 COMPANY RECOGNITION

THE CIVIC 50 BY POINTS OF LIGHT

Wynn Resorts was a recipient of The Civic 50 Award by Points of Light, recognized as one of the 50 most community-minded companies in the United States for 2025. This marks the fifth consecutive year Wynn Resorts has earned the Civic 50 distinction.

SIX TOP HONORS FROM SOUTHERN NEVADA HOTEL CONCIERGE ASSOCIATION

Wynn Las Vegas received six Top Honors Awards in 2025 from the Southern Nevada Hotel Concierge Association, recognizing venues and businesses that best represent the hotel concierge community and the most recommended activities in the city.

BEST BRANDS FOR SOCIAL IMPACT

Forbes magazine recognized Wynn Resorts on its 2025 list of Best Brands for Social Impact. This is the second consecutive year Wynn Resorts has received this award.

2025 GLOBAL GAMING AWARDS

Global Gaming Awards Las Vegas recognized Wynn Resorts as the top Land-Based Operator of the Year for 2025. The Company's CEO was also recognized as Executive of the Year.

TOPPING BUSINESS LISTS AS A COMPANY

Forbes magazine recognized Wynn Resorts on its 2025 list of America's Best Large Employers.

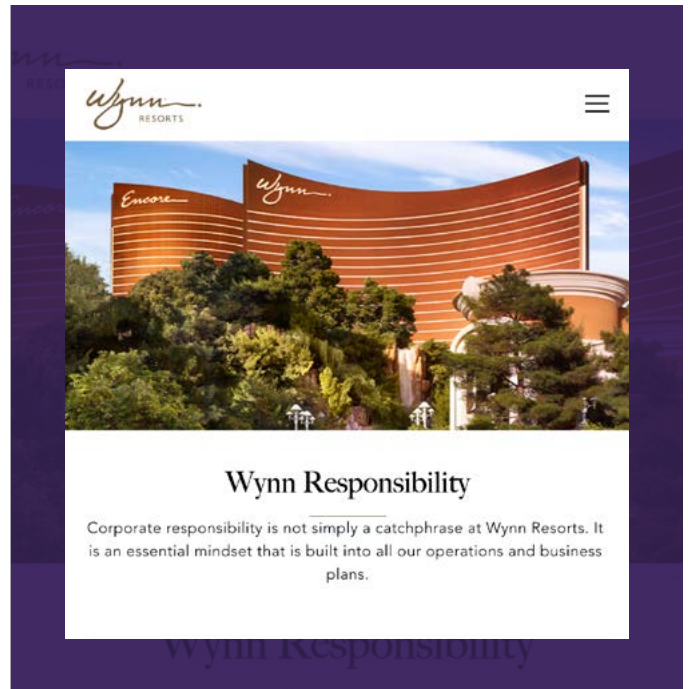
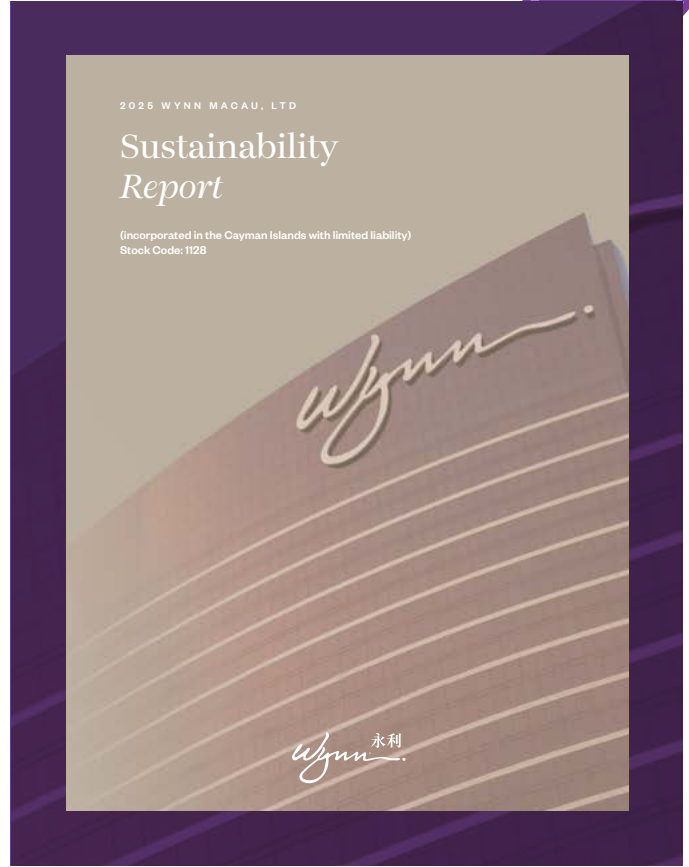
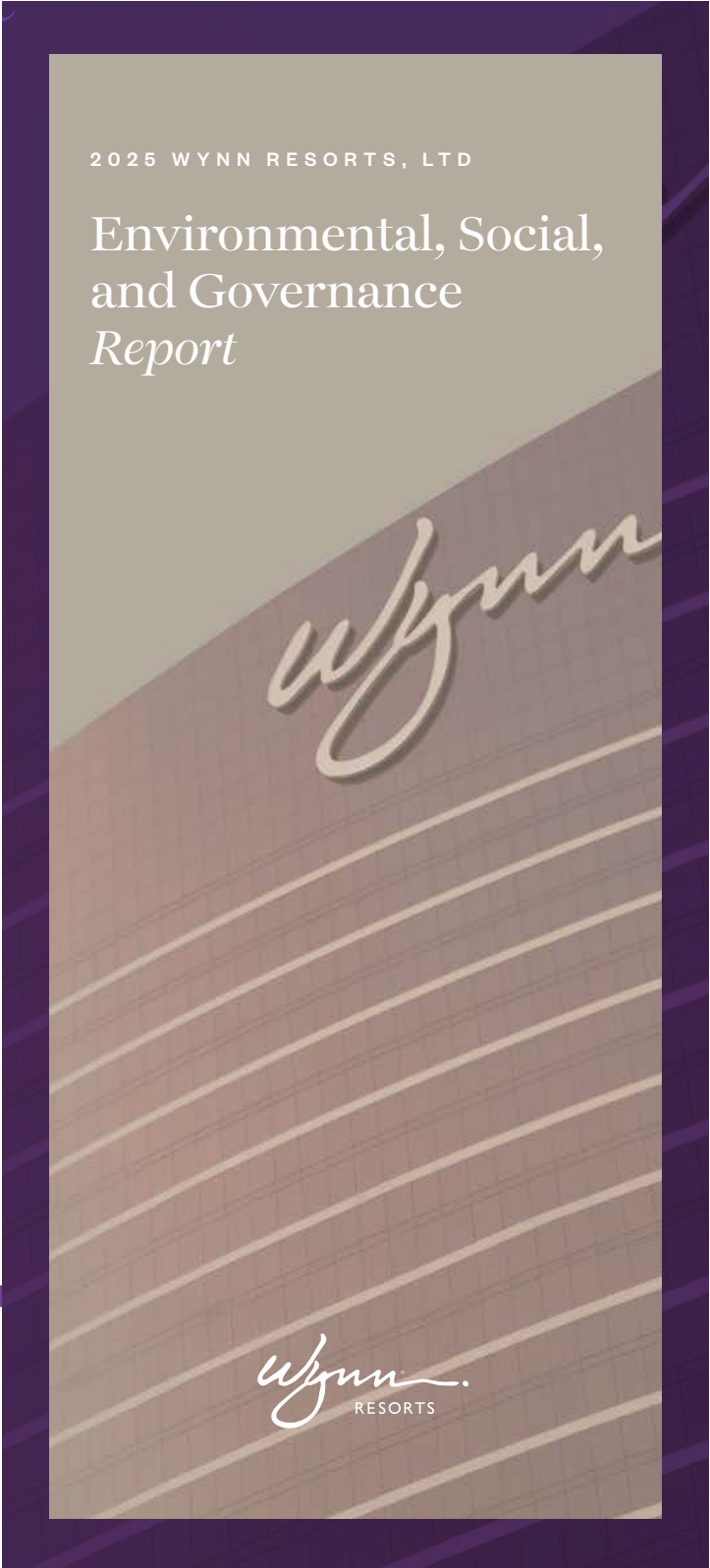
Fortune magazine recognized Wynn Resorts as one of the 100 Fastest Growing Companies in 2025.

Fortune magazine named Wynn Resorts on its World's Most Admired Companies list in the hotel, casino, and resort category.

Time magazine listed Wynn Resorts on its 2025 list of the World's Best Companies.

Forbes magazine recognized Wynn Resorts on its 2025 list of Most Trusted Companies in America in the casino and resorts category.

COMPANY PUBLICATIONS



Wynn[®]
RESORTS